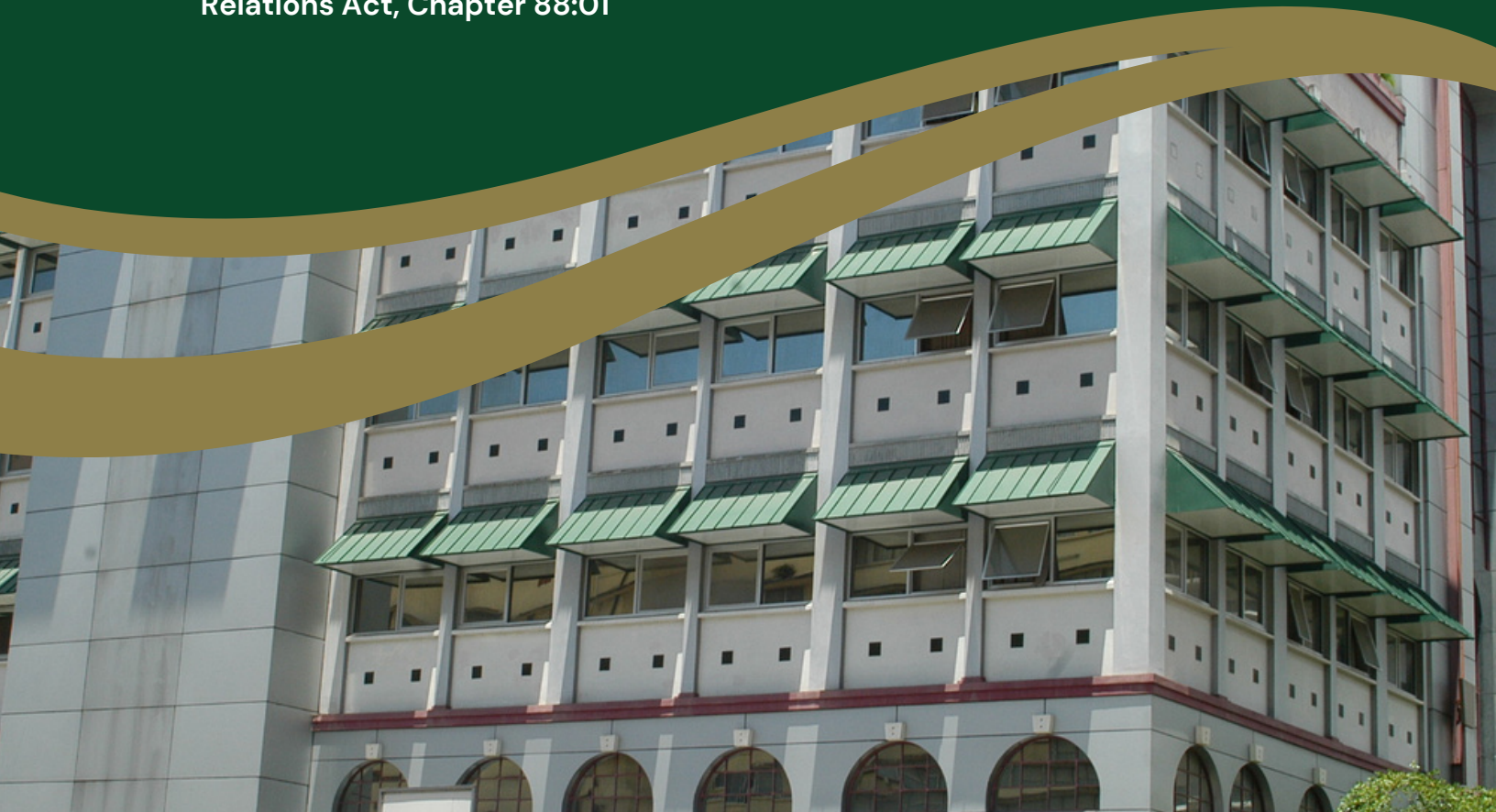


INDUSTRIAL COURT
of Trinidad and Tobago

ANNUAL REPORT 2019 2020

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



OUR MISSION

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

OUR VISION

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

OUR CORE VALUES

Integrity

Justice

Honesty

Equity

Respect

Accountability

Teamwork

Discipline

Loyalty

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FUNCTIONS OF THE INDUSTRIAL COURT OF TRINIDAD AND TOBAGO

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 This Act was repealed and replaced by the Industrial Relations Act, Chapter 88:01 on 31st July 1972.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

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

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

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

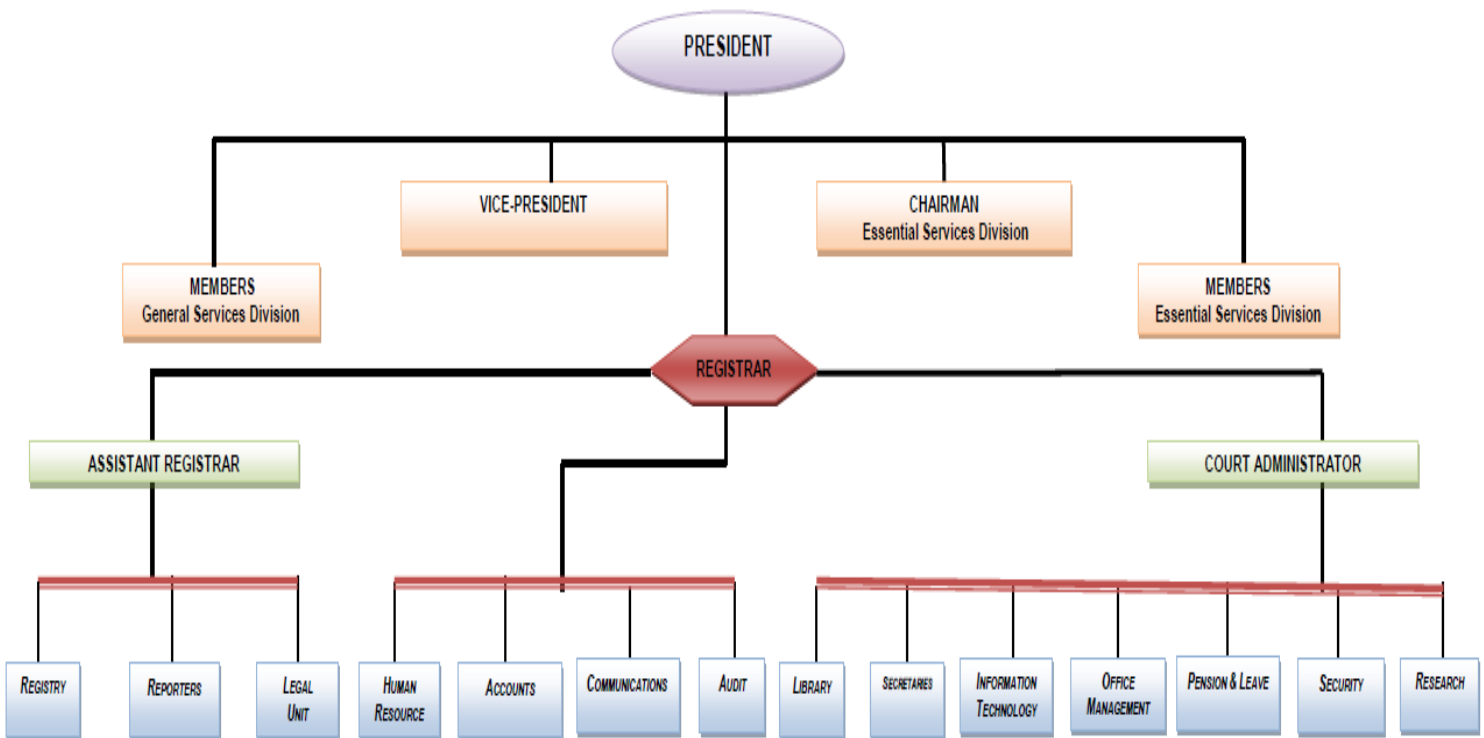
The principal role of the Court is to settle unresolved disputes and other matters which arise between employers and trade unions representing the workers employed by the employers under the Industrial Relations Act, Chapter 88:01 (I.R.A.), the Retrenchment and Severance Benefits Act, Chapter 88:13,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

The Court sits in two Divisions:

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

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

ORGANISATIONAL CHART



PRESIDENT'S MESSAGE

At the Special Sitting for the
Opening of the 2020-2021 Law Term

Good morning everyone. Thank you for sharing a moment of your time with us at this virtual opening of the Law Term of the Industrial Court for the year 2020/21.

We live in difficult times where the world is experiencing severe social, economic and environmental challenges such as climate change, youth unemployment, gender and economic inequality, refugees and migration issues, a decline in the demand for oil and gas and now, the COVID-19 pandemic. We know that throughout the course of history, pandemics and plagues have wreaked havoc on humanity and sometimes they have changed the course of history. Today, humanity is being ravaged by the COVID-19 pandemic.

This pandemic is causing an unprecedented scale of global disruption in the workplace. It has also created an unprecedented reduction in economic activities, productivity and working time, with severe impact on incomes and jobs, and has resulted in a significant rise in unemployment and underemployment globally. There is continued damage to labour markets mainly due to the imposition of lockdown measures which have been adopted to control the pandemic, including various forms of workplace closures. These workplace

closures and the implementation of other containment measures, combined with the rapid deterioration of economic conditions, have caused immediate and massive losses in work hours in the first three quarters of 2020.

According to the International Labour Organisation (ILO), as at 15th June this year, most of a third of the world's workers which is thirty-two percent, were living in countries which required workplace closures for all but essential workplaces. An additional forty-two percent were living in countries which required workplace closures for some sectors or categories of workers and a further nineteen percent lived in countries with recommended workplace closures. Taken together, the vast majority, namely ninety-three percent of the world's workers, continue to reside in countries with workplace closure measures of some kind still enforced.

While the unprecedented global nature of the pandemic's impact and the collective effort to fight it has triggered comparisons to the Great Wars of the twentieth century by various



Heads of State around the world, other experts such as international economics professor, Tamas Vonyo, have described the impact of COVID-19 on the global economy, as the opposite of the mobilisation normally seen in wartime, noting the widespread mandatory demobilisation efforts undertaken to curb the spread of the disease. As Professor Vonyo has stated, hibernating economies for months at a time is being in a type of terra incognita, or uncharted territory, for Governments and businesses alike.

Additionally, while we have had to demobilise business and industry to fight COVID-19, we have kept and continue to keep our eyes trained toward the future, as Governments the world over, have sought to create conditions conducive to preserving enterprise and jobs. In that sense, I remain convinced that globally we are all singing from the same hymn book; a hymn to preserve lives and to seek, ultimately, stable, sustainable development and inclusive growth for all. For we would do well to remember, this too shall pass and there is life beyond COVID-19. Thus, while the war metaphors remind us to mobilise to fight a common, unseen enemy and underscore that the situation we face is urgent and critical requiring our joint collective commitment, some countries and economies are already emerging from lockdown.

Trinidad and Tobago, like many countries across the globe, has taken extraordinary and unprecedented measures to cope with the COVID-19 pandemic. These measures include workplace closures and restrictions, bans from entering certain public places, like beaches, and restrictions on the numbers of persons at public gatherings. The country has also enacted legislation to address and enforce several COVID-19 restrictions including the wearing of masks when in public.

As a consequence of the pandemic, all Social Partners – trade unions, employers, governments – alike, now have to confront major policy challenges and changes at the workplace which, in some cases, will have long lasting implications for the world of work as we know it.

We should always bear in mind that there is life after COVID-19 and consider the immense value to be gained if we adopt and adhere to International Labour Standards, particularly social dialogue to assist, to promote and to maintain a system of opportunities for all and to obtain decent, productive work in conditions of freedom, equity, security and dignity in the future.

Social dialogue is key to the adjustment which the workplace has to make during and after this pandemic. I cannot overstate how important is a climate of robust discussions, genuine consultations and compromise, built through social dialogue for the effective implementation of measures to address this pandemic and its impact on the labour market. A commitment of employers and trade unions to adjust to new and necessary workplace policy measures, and to do so in a spirit of respect and compromise, is important for the survival of businesses, the saving of lives and the saving of jobs.

At this critical juncture in our history, trade unions, employers and workers, in all sectors, may want to consider the value of reviewing some terms of the existing collective agreements, workplace policies and individual contracts of employment. There might also be a need to re-examine and re-think some of the workplace arrangements, such as leave entitlement, health and safety rules and regulations, retrenchment, layoffs (if provided for in collective agreements), and other terms and conditions of employment. Day to day

management issues such as the provision of personal protection equipment for workers, arrangements for staff to work remotely, the possible rotation of staff, the re-examining of the supply chain, new customer service approaches, and new health and safety practices are now front burner issues for all enterprises to consider.

In instances where there is no recognised majority union present in the business, it is extremely important for employers to have discussions, consultations and meetings with workers, so that the workers can have a proper understanding and appreciation of the challenges and the issues at the workplace, and have first-hand knowledge of any changes which are contemplated before the actual decision-making.

Kindly permit me now to address some of the issues – I cannot address all of them – which have arisen in the workplace in the past few months in Trinidad and Tobago as a result of this pandemic.

I have noted that several cases related to Industrial Relations Offences have been filed at the Industrial Court since the pandemic. Some of these offences relate to business owners who have unilaterally implemented measures such as reduction in the hours of work, layoffs, and termination, among other things. Some of these measures are not part of the terms of the individual contracts of employment nor are they contained in collective agreements yet they are implemented at the workplace without any form of discussion with the Unions or with the workers.

The pandemic ought not to be used as an excuse to flout the principles and practices of good industrial relations, to flout labour standards and to flout the laws of this country. The jurisprudence of this Court is very

consistent on the issue of the unilateral imposition of new terms of employment and the unilateral variation of the existing terms of contracts of employment. It is settled law, that is, it is unlawful for an employer to unilaterally alter the existing terms and conditions of employment of workers. Employers are reminded that they must respect and adhere to the rule of law when making these tough decisions which affect the livelihood of workers and the survival of their businesses. In times like this, employers should not consider a unilateral approach to the resolution of issues in the workplace; this is the time to have discussions, and to get buy-in from everyone, especially the workers, and to encourage peaceful resolutions to these unexpected problems which have arisen as a result of the pandemic.

I urge employers, in all sectors, to appreciate the need for workers to be kept informed, consulted and to be made aware beforehand of decisions to introduce new policies and changes to the workers terms and conditions of employment. Additionally, workers should be informed on what steps they can take for their own protection, the protection of their colleagues and at the same time contribute to the containment of this pandemic.

The second issue which I would like to discuss relates to COVID-19 restrictions and Unions activities. A few months ago, there were protests and gatherings by some Unions which were said to be related to the breakdown of negotiations and collective bargaining. These protests and gatherings took place during the period of the restrictions of the movement of citizens. Trinidad and Tobago has ratified the Freedom of Association Convention which is one of the fundamental conventions of the ILO and it is considered to be one of the ILO's primary safeguards of peace and social justice. This Convention gives Trade Unions, among

other things, the right to collective bargaining. As we know, during collective bargaining if there is a breakdown of negotiations, Trade Unions may protest, march, and essentially exercise the right to freedom of association. Freedom of opinion and expression, in particular the right of Trade Unions not to be penalised for raising their voices through public protests, are essential corollaries of freedom of association. However, freedom of association and the related fundamental rights are not unfettered and may be subject to restriction and suspension during certain periods of crisis. I think we can all agree, that the restriction of those fundamental rights ought to be done only in circumstances of certain gravity, and in conditions that, any measures affecting the application of those rights are limited in scope and duration to what is strictly necessary to deal with the situation in question. As noted before, there have been lockdown measures and restrictions on the movement of the public imposed by the Government to combat the pandemic in Trinidad and Tobago. As a result, the number of persons who can participate in large public gatherings has been restricted. These restrictions should be seen in the context of the gravity of the COVID-19 pandemic and justifies, in my view, the reason to restrict the crowd gatherings to a minimal number. Although these restrictions will affect large gatherings by Unions, it is my respectful view that they do not amount to an abuse by the State but rather a decision by the State to protect citizens. I urge Trade Unions to bear this in mind when there is collective bargaining, or breakdown in negotiations, and I do respectfully suggest, that they create new ways for their voices to be heard and to voice their protests during the pandemic.

I will now address the issue of job losses in a general sense because the Industrial Court adjudicates upon individual cases related to job losses.

Globally, there is what can only be described as chaos, in the world of work: a number of people have been losing their jobs, some job functions have been suspended, some people have reduced work weeks, some people's jobs have been retrenched, some jobs have become redundant and some workers have been terminated. Generally speaking, workers whose employment is terminated due to the economic impact of COVID-19 or for health and safety reasons, should be entitled, if they qualify, to severance benefit or some type of separation benefit.

On the other hand, some small businesses have not survived the effects of the pandemic and may not have the resources to pay workers who qualify for severance or ex gratia payments. These are issues which require discussions so that the workers can get an understanding of the true picture of what is happening in the business. This is why social dialogue is so important.

As a basic principle, the employment of a worker should not be terminated, in the absence of a valid reason for such termination, connected with the capacity or the conduct of a worker, or based on the operational requirement of the undertaking. The temporary absence from work due to illness such as COVID-19 or family responsibility during the pandemic does not constitute a valid reason for termination. It is important for employers to understand that termination is different to retrenchment, the latter occurs mainly due to economic reasons and the law provides a structure and a process when it is contemplated. The provisions in the Retrenchment and Severance Benefit Act may be useful to those employers who are contemplating retrenchment as a solution to the economic crisis.

I pause to add that the Government, which is the largest employer of workers, has taken the progressive step, and put in place leave arrangements within the public service for workers who were absent from duty from March 16 to June 21, as a consequence of circumstances associated with the COVID-19 pandemic.

The effects of COVID-19, particularly the layoff and retrenchment of workers and the reduction in work hours of some, have widened the economic inequality gap globally, and some families are struggling to cope financially during this pandemic. There is no social protection or benefits for workers who are victims of COVID-19, or any crises in Trinidad and Tobago. The National Insurance Scheme provides protection and benefits for sickness, maternity, injury, retirement, invalidity, employment injury death, survivors and funeral grant. However, the National Insurance Scheme does not provide benefits and protection to workers who have lost their jobs due to no fault of their own, and in this case, the workers who have lost their jobs due to the pandemic. In March this year the Government introduced a temporary unemployment relief grant for persons during the period of lockdown who have lost their jobs due to the pandemic.

A related issue and one which is of concern to several employers and workers is the bureaucracy involved in the payment of severance benefits. Several persons have been recently retrenched due to the impact of COVID-19 on businesses and some have not yet received their severance packages. This is so, not because the employers have not processed and computed the severance payment, but due to the fact that the documents have not been processed speedily at the Board of Inland Revenue; workers cannot receive their benefits until that process is completed. Some employers have expressed

grave concerns about the legal obligation to make severance payments within the statutory period and at the slow pace of processing these applications by the Board of Inland Revenue. While I am not defending the Board of Inland Revenue, these are not normal times, the reality, as I see it, is that there is an ongoing rotation of public servants including the staff at the Board of Inland Revenue due to the COVID-19 pandemic. I daresay that this, together with the increased volume of severance applications which have been submitted by employers at this time, can cause delay. However, I know that employers and workers are very anxious to have this issue resolved urgently.

On a lighter note, there is a paradigm shift at the workplace, more and more people all across the globe are embracing new working methods and employers are implementing new training and reskilling policies. One such working method is remote work. In Trinidad and Tobago since the pandemic there have been meetings between trade unions and employers to discuss the myriad issues which have arisen at workplaces. As a consequence, several employers have embraced remote work and they have allowed their employees to work outside the traditional office environment.

It is my hope that the social partners will pool their collective wisdom to identify the modalities of remote work in Trinidad and Tobago in order to have a smooth transition to this new working method. For example, they may need to examine issues which may appear to be simple but which in fact can prove to be problematic. Issues such as who absorbs the cost of electricity, internet charges, workstations, among other things and what measures are in place to address the general security and integrity of the job such as cyber security.

The main take away from this crisis is that the workplace, and the world of work as we know it, have changed forever and that employers and trade unions play a key role in assisting workers to navigate these uncharted territories and in assisting to stabilize the labour market. Social dialogue at the tripartite level where government is involved is critical and allows for policy engagement and policy making through the National Tripartite Advisory Board.

WORK OF THE COURT

The Industrial Court like so many other businesses in Trinidad and Tobago closed its offices to the public in March 2020, and reopened on June 8 due to COVID-19. Since that time, we have instituted a rigorous sanitizing regime for the Court's buildings. My sincerest thanks to the National Maintenance Training and Security Company Limited (MTS) maintenance crew who have given us their much-needed support, and I must make special mention and say thank you to Mr. Anthony Roberts, Chairman of the San Juan Regional Corporation and the workers of the Co-operation for making arrangements to have the Port of Spain building sanitised in the month of May and again in the month of August. There are new practice directions and protocols with respect to the entry and use of the court's buildings like in many other places since the COVID-19.

REMOTE HEARING

This year, on 29th June 2020, the Court embarked on a pilot project for the remote hearing of Case Management Conference cases and Mention and Reports. To date we have adjudicated on five hundred and three (503) case management hearings, remotely. We have also been conducting an online survey with you, the stakeholders, to determine

whether this is the best approach for the future and to address any concern which you may have. The feedback we have received so far is very encouraging with 23.4 percent of the users rating their experience as excellent, 54.7 percent rated the experience very good, 20.3 percent good and 1.6 percent thought the experience was fair.

There have been concerns expressed about the waiting room by some persons and we are actively addressing these concerns. Currently, we have been making use of the ZOOM platform. We do intend to begin using MICROSOFT TEAMS, as well, in about two weeks time.

There have been several requests by the legal practitioners for open court hearings and conciliation to be conducted remotely, however, the Industrial Court currently does not have the resources and equipment to provide those services.

I wish to thank you, the stakeholders, for your support in this pilot project and for the feedback you have provided to us about your experience thus far.

LIBRARY

The Library's digitization project which began in 2012 continues and to date, out of a collection of four thousand six hundred and three (4603) judgments which span from the year 1965 to present, two thousand nine hundred and twenty-one (63.5%) of the Industrial Court's judgment collection has been digitized.

Additionally, in spite of the interruption in the library's work calendar due to the COVID-19 pandemic, there was an increase demand for online access to the Court's library this year and the Court received subscription payments

of two hundred and fifty-nine thousand, eight hundred and fifty dollars (\$259,850.00). The sum collected last year was less: two hundred and twenty-six thousand, nine hundred dollars (\$226,900.00). These subscription payments are deposited into the Consolidated Fund.

STATISTICS

There has been a marked decrease in new cases filed at the Industrial Court in the year in review which is September 15th, 2019 to September 14th, 2020. This is mainly due to the fact that the Court and the Ministry of Labour closed their offices to the public for approximately three months as a result of the pandemic. A total of nine hundred and five (905) new cases were filed, which is five hundred and five (505) cases less than the same period last year, 2018/2019.

The Court disposed of seven hundred and seven (707) cases this year and the disposal rate of cases for this year is 78.1% which is 17 percentage points higher than the period 2018/2019 when the disposal rate was 60.9%.

Two hundred and forty (240) judgments were delivered this year, ninety-four (94) of which were delivered when the Court re-opened in the months of June to August. I want to congratulate and thank the judges and the staff of the Court, particularly the Court Reporting section, for utilising the period when the Court was closed in March to May to prepare the notes and deliver judgments.

CHALLENGES

As I reported last year, the Court continues to face challenges for space, human resource and financial resources to manage its operations. These challenges continue to hinder in the Court's ability to provide the best quality service to the public.

CONCLUSION

As I close, it will be remiss of me not to mention that health experts both locally and internationally have provided guidelines and protocols to help fight this silent, unseen killer called COVID-19. The main guidelines and protocols deal with personal hygiene, the wearing of masks and the social distancing of 6 feet or more from persons. I urge stakeholders and, the public in general, to follow these guidelines, because by following the guidelines we protect ourselves, we protect our families, we protect our friends and loved ones, and we can save lives.

As we look to the future, the reality is, for us to survive the gathering storms on the economic and health front, stakeholders at all levels and in all sectors, need to engage in a sustained collective effort to stabilise the labour market and to strive to maintain our current economic and social gains. This engagement will be testimony to genuine social dialogue and a test to the strength of our social partnerships. This is the time to rise to the occasion, as we have done in past crises, and we no doubt will continue to do so, as we draw inspiration from our national watchwords, discipline, production and tolerance.

I thank you for listening.



Deborah Thomas-Felix
PRESIDENT



INDUSTRIAL COURT of Trinidad and Tobago



JUDGES, REGISTRARS & COURT ADMINISTRATOR OF THE INDUSTRIAL COURT

- 1 Her Honour Mrs. Deborah Thomas-Felix
President
- 2 His Honour Mr. Herbert Soverall
Vice President
- 3 His Honour Mr. Lawrence Achong
Chairman, Essential Services Division
- 4 His Honour Mr. Albert Aberdeen



- 5 His Honour Mr. Patrick Rabathaly
- 6 Her Honour Ms. Bindimattie Mahabir
- 7 His Honour Mr. Gregory Rousseau
- 8 Her Honour Mrs. Heather Seale



- 9 Her Honour Mrs. Janice Christopher-Nicholls
- 10 Her Honour Mrs. Kathleen George-Marcelle
- 11 His Honour Mr. Melvin Daniel
- 12 His Honour Mr. Morton Mitchell



JUDGES, REGISTRARS & COURT ADMINISTRATOR OF THE INDUSTRIAL COURT



Her Honour Ms. Michelle Ann Austin **13**
His Honour Mr. Azeem Mohammed **14**
His Honour Mr. Andrew Stroude **15**
Her Honour Mrs. Wendy Ali **16**



His Honour Mr. Vincent Cabrera **17**
Her Honour Mrs. Angela Hamel-Smith **18**
Her Honour Mrs. Indra Rampersad-Suite **19**
Her Honour Ms. Elizabeth Solomon **20**



Her Honour Mrs. Jillian Bartlett-Alleyne **21**
Mr. Noel Inniss **22**
Registrar
Mrs. Kathy-Ann Alexander-Fraser **23**
Assistant Registrar
Mrs. Youland Robinson **24**
Court Administrator

COURT ADMINISTRATION

The onslaught of COVID-19 ushered in an unprecedented and challenging period for the Industrial Court and indeed, the nation.

Noting the evolving developments locally and internationally, the Court took immediate steps to protect and safeguard staff and stakeholders against potential exposure to the virus.

The Court issued a Practice Directions published in the Trinidad and Tobago Gazette on March 17, 2020 which clearly set out the measures implemented at the Court due to COVID-19. All hearings for Case Management Conferences, Mention and Reports and Conciliations, except in special circumstances, were adjourned. Several steps were taken to minimise contact and transmission, one of which was the placement of drop boxes at the entrances of the North and South branches of the Court for stakeholders to file Evidence and Arguments, Witness Statements, correspondence and other documents.

The State of Emergency declared by the Government of the Republic of Trinidad and Tobago due to the pandemic meant that the offices of the Court were closed to the public. All matters which were scheduled to be heard

at the Industrial Court, including open court hearings, were adjourned.

Nevertheless, the Industrial Court was deemed an essential service and arrangements were put in place for the Court to operate at minimum capacity. Some departments remained partially operational whilst other departments worked from home.

During this time, stakeholders were frequently updated on changes and developments at the Court via telephone calls, emails and the Court's online media platforms – website and Facebook page; and staff worked assiduously to ensure systems were in place to support the reopening of Court.



The Court resumed its operations in June 2020, and issued another Practice Directions published in the Trinidad and Tobago Gazette on June 7, 2020 which provided directives for social distancing consistent with the guidelines of the Ministry of Health, and court sittings.

Remote hearings were implemented for Case Management Conferences, Mention and Reports and Conciliations, and a Practice Directions was issued on June 25, 2020 which detailed the protocol for remote hearings. Unfortunately, due to a lack of resources, the Court was unable to conduct open court hearings remotely.



Notwithstanding the difficult circumstances thrust upon the Court due to the COVID-19 pandemic, the Judges and Staff of the Court worked diligently to make certain that citizens continue to have access to social justice.

REGISTRY

The Court Registry Department is the core of the Industrial Court's operations. During the State of Emergency, staff were rostered to work as the guidelines set out by the Ministry of Health, stipulated the distances required for persons working in any given area and the need to wear masks. The limited staff assigned to the Registry Department had to reschedule all the matters that were listed for Case Management Conference, Mention and Report, Conciliation and Open Court Hearing. Staff had to work tirelessly in order for the Registry to function effectively.

Meetings to finalise the restructuring process for the Registry Department has been stymied since the outbreak of COVID-19 and the rotation of staff throughout the public service.

INFORMATION TECHNOLOGY

The Industrial Court continues to experience a shortfall in the resources necessary to move towards a full-functioning e-Court system. Selecting a suitable judicial information management software that will capture all the prerequisites required for e-filing and e-Services have been retarded due to the Coronavirus outbreak.

Like other departments, the Information Technology (IT) Department, which is now composed of a staff of three (3), were on rotation due to the COVID-19 restrictions. Two significant projects which were implemented in response to the COVID-19 pandemic were our virtual private network and the incorporation of virtual hearings for Case Management Conferences, Mention and Reports and Conciliations. These achievements played a vital role in our operations and was another step in our goal towards becoming an e-Court.

SIGNIFICANT ACHIEVEMENTS

1. **Virtual Private Network (VPN) Implementation:** The Department swiftly implemented a robust virtual private network infrastructure to ensure secure and seamless communication amongst our employees, especially our Court Reporters. The execution of the VPN enabled them to work remotely without compromising data confidentiality. This allowed the Court to maintain business continuity while adhering to social distancing measures.
2. **Remote/Virtual Hearings:** Court hearings for Case Management Conference, Mention and Report and Conciliation were successfully transitioned to a virtual format through

the ZOOM platform and later, Microsoft TEAMS. Provisions were also made for stakeholders who prefer to come to the Court by setting up a space equipped with a computer and webcam for their matter to be heard virtually. By conducting these sessions remotely, the Court reduced the need for in-person interactions, effectively minimizing the risk of COVID-19 transmission without compromising the quality and efficacy of the legal process.

ONGOING PROJECTS

- Data security and digital storage are key priorities for our organization. To ensure robust protection and continuity, a daily offsite data replication process was implemented. Additionally, the network security was strengthened through the implementation of firewall, antivirus, and malware security measures, all of which must be monitored and upgraded as necessary.
- Upgrade of the Exchange server, to maintain the security of the Court's information.
- Upgrade computers within the courtrooms and other departments to enhance performance, increase productivity, improve reliability, enhance security, compatibility with modern software, and potential long-term cost savings. This would contribute to more efficient and effective operations within the organization.

UPCOMING PROJECTS

- To implement a new judicial management software.

- To implement an electronic desk manual, which will be configured on one of our servers and be available to staff upon assuming duty on any desk in any department. This would assist staff who are acting in different positions or are on a short-term contract to understand the basic step by step process of the desk and job description creating more efficiency in our service
- To launch an intranet within the court for staff and judges. The aim of this intranet is to enhance employee engagement by sharing information real-time.
- To increase Internet Bandwidth to support the higher traffic and data usage by the Court as a consequence of the COVID-19 pandemic.
- Smart Televisions and equipment will be incorporated in our courtrooms to be used for witness displays and/or other video conferencing displays.
- To integrate a handheld signing device into our existing network infrastructure for bailiffs to allow persons who are served to sign. This will be linked to a server at the Court and saved automatically.
- To increase the amount of Storage Servers and High-Speed Scanners to enable more paperless processing, as we move towards e-Court status.

CHALLENGES

The Department faced obstacles like hands-on time and a lack of financial resources in our efforts to accomplish the predetermined objectives within a shorter timeframe. Additionally, staff rotation during the COVID-19 restrictions impeded some of our projects.

COURT REPORTING

The Court Reporters remain committed to their duty to provide transcripts to Judges, Parties and the Court of Appeal, in the face of staff shortages.

COVID-19 brought additional challenges to the Department as Reporters were required to work remotely.

STAFFING

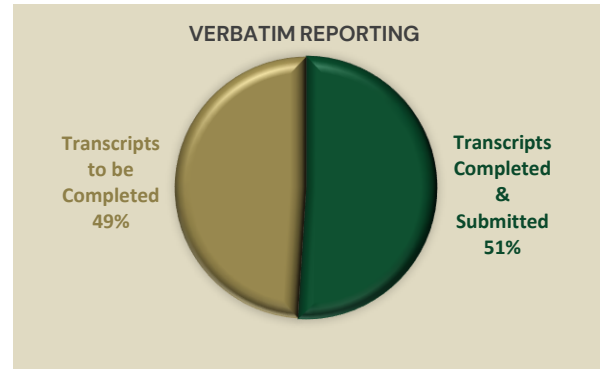
One additional Computer-Aided Transcription (CAT) Reporting Voice Writer was engaged to fill the vacancy created by the passing of a CAT Voice Writer. Another CAT Reporter II joined the CAT Reporting section.

The Verbatim reporting section continues to engage the services of four retired Verbatim Reporters, one Transcriptionist and one Stenographer to assist in the transcription of notes. Three retired Verbatim Reporters I continue to assist with the shortage of reporters at the South branch of the Court.

STATISTICS

The Court Reporting Department submitted one hundred and seventy-five (175) transcripts based on transcripts requested for matters heard at open court sittings.

The CAT Reporting section completed and submitted ninety-eight (98) transcripts while the Verbatim Reporting section completed and submitted seventy-seven (77) transcripts. The table and chart below show the number of transcripts requested and completed from the Verbatim Reporting section.



TRANSCRIPTS REQUESTED	TRANSCRIPTS COMPLETED & SUBMITTED	TRANSCRIPTS TO BE COMPLETED
151	77	74

LIBRARY AND INFORMATION SERVICES

OUR PURPOSE

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

OUR OBJECTIVES

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

JUDGMENT RECONCILIATION

INDUSTRIAL COURT JUDGMENTS

The Library is the premier source for judgments delivered at the Court and the Judgment database facilitates extensive access to the collection. Currently, only 63% of the print collection is available online. In an attempt to bridge the gap, the Library continued with its Reconciliation project to ensure that the print and digital collection of judgments were complete, accurate and in a format, which

made for rapid reproduction for stakeholders, judges and the public.

During this reporting period, the focus was on gathering e-copies of written Judgments delivered for the period 2015-2020 inclusive. Based on the Court List and the Registry Department's *Judgment Delivered* list, thirty-nine (39) written judgments were missing from the Library's collection. With the assistance of the Court Administrator and the Secretariat, seventeen (17) of the missing judgments were digitised.

COURT OF APPEAL JUDGMENTS/ORDER & PRIVY COUNCIL DECISIONS

The ongoing update of Appeal and Privy Council Judgments with full text links (*when available*) and/or Appeal Orders metadata (for cases that stem from the Industrial Court but also have been adjudicated upon at these Courts), into the library's proprietary Judgment database continued. The goal is to enable users to have a complete picture of the legal history of the matter. Further, the Library graciously thanks the staff of the Court of Appeal Registry for its assistance in supplying print and/or digital copies of the requested items. There have been over thirty (30) Court of Appeal Orders entered into the Judgment database during the 2019-2020 period.

QUALITY CHECKS

The routine checking of case metadata was undertaken to help the Court to continue to supply a judgment output that is accurate. This involves 1) checking delivery dates, 2) checking that the parties on the printed judgment mirror what was on the official court list and 3) checking that in text references to other cases are accurate.

COLLABORATIONS

- Supplying quality information to one of our key internal users, **the Office of Economic and Industrial Research (OEIR)**, was facilitated once again this year. It comprised of a listing of judgments delivered by the Industrial Court for fiscal year October 1, 2018 to September 30, 2019. This information was requested for the preparation of a special report.
- Providing technical assistance and support to Communications and Information Technology Departments to ensure approved information is posted on the Court’s website and social media platforms.

REVENUE

Notwithstanding the interruption in the Library’s work calendar due to the COVID-19, the Library generated a total revenue of three hundred and twenty-one thousand, three hundred and five dollars and sixty cents (\$321,305.60). The demand for online access contributed to **93.65%** of the total revenue generated, with photocopies and sale of Court Publications making up the remaining **6.35%**.

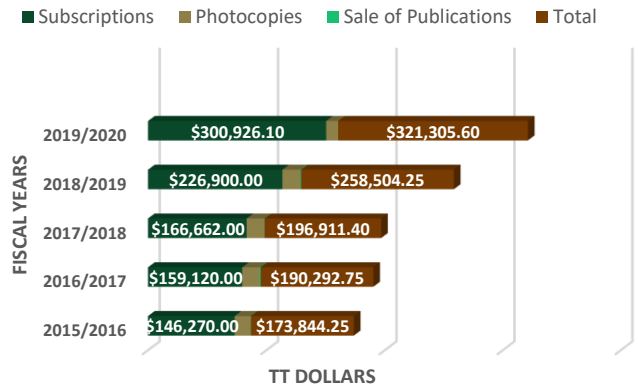
During September 15, 2019 to September 14, 2020 there was nineteen (19) new subscribers and fifty-eight (58) renewals:

NEW SUBSCRIBERS		
	ORGANIZATIONS	INDIVIDUALS
Month	4	8
Year	6	1

RENEWALS		
	ORGANIZATIONS	INDIVIDUALS
Month	2	21
Year	32	3

The chart below provides a snapshot of the revenue generated from our Judgment database as well as photocopies over the years.

Figure 1: REVENUE EARNED

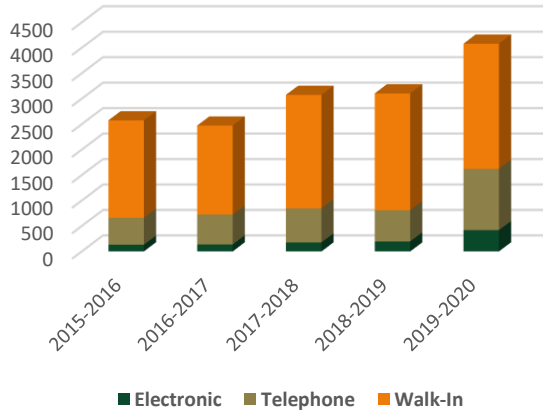


LIBRARY STATISTICS

Patrons can access the services of the Library via a visit/walk-in, telephone call or e-mail. Figure 2 provides a breakdown of the medium by which queries are received over the past five (5) years. It can be noted that there have always been more queries received by patrons visiting the library as oppose to the number of phone calls or e-mails received. While this difference is still notable for the 2019–2020, there has been a noteworthy 96.25% jump in telephone queries and a whopping 113% increase in e-access, which can be attributed

to the unexpected closure and uncertainty arising out of the ongoing COVID-19 pandemic.

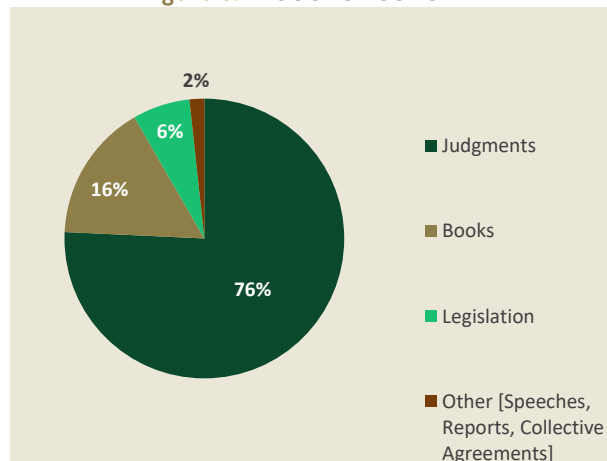
Figure 2: NUMBER OF QUERIES RECEIVED
(Via Different Mediums of Access)



MEDIUM OF ACCESS	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Electronic	132	137	176	196	419
Telephone	529	586	671	612	1201
Walk-In	1914	1749	2228	2295	2460

Additionally, in terms of resource use the statistics depicted in the pie chart below revealed that the most popular resource requested were judgments, with industrial relations texts in second and legislation rounding up the top three.

Figure 3: RESOURCE USAGE



DISPLAYS AND BIBLIOGRAPHIES

To highlight current events and raise awareness of the library resources, the following displays and bibliographies were done at the South Library.

- **20th February** – World Day of Social Justice
- **8th March** – International Women’s Day
- **15th February** – South Court Anniversary
- **19th June** – Labour Day

PROJECTIONS FOR THE UPCOMING YEAR

- The upgrade of the MINISIS/M2L software to enhance the searching and retrieving capabilities of the database as well as the end-user experience.
- Creation of a Library App that would enable us to expand our digital reach by bringing ready reference information and other invaluable knowledge from the Court to our patrons’ finger tips.
- Obtain an Integrated Library System (ILS), which would give us online access to manage the resources in the library. It would enable the end-user to search and access our monograph, journal and newspaper collection.
- Revise “Subject Index of Judgments” publication for the period 2000 – 2010
- Bound volume publication for Judgments delivered in 2001 and 2002

CONCLUSION

This period has been a distinctive phase at the Library. There was a change to the Library Assistant I position at the North Library – Ms. Summer Blackman left in December 2019 and Ms. Trisha Layne assumed duty on January 2, 2020. Further, after ten (10) years of service at the Court, Mr. Phillip Payne, Librarian I,

proceeded on pre-retirement leave in June 2020.

Due to financial constraints, the Library was unable to maintain its newspaper and journal subscriptions as well as purchase any new monographs. In the face of limited resources, the Library has remained resilient and ensured that the quality of services to stakeholders remained intact.

ECONOMIC AND INDUSTRIAL RESEARCH

The Office of Economic and Industrial Research (OEIR), which was instituted by section 82 of the Industrial Relations Act, Chapter 88:01, reaffirmed its commitment to support the Court in the realisation of its stated purpose – “to better provide for the stabilisation, improvement and promotion of industrial relations in Trinidad and Tobago.” To this end, the OEIR, drawing on its strengths, continued to manage all research requests and orders of the Court.

In furtherance of its mission, which is “to effectively and competently support the Court in the exercise of its stated purpose,” the OEIR has maintained its repute for the efficient delivery of relevant research material of a high-quality standard. For the period under review the OEIR accomplished the following:

- Two (2) Research Notes – inclusive of a job for job comparative analysis of basic pay based on surveys in relevant industries, requested by the Court to inform the determination of trade disputes arising from a breakdown in negotiations, namely:
 - Trade dispute No. GSD-TD 016/2017 (S) between Inland and Offshore Contractors Limited and

the Oilfields Workers’ Trade Union for the bargaining period 1 January 2013 to 31 December 2015, on behalf of the hourly rated Bargaining Unit (BU).

- Trade dispute No. GSD-TD 666/2018 between Trinidad and Tobago Union of Commercial and Industrial Workers (TTUCIW) and A. S. Bryden and Sons (Trinidad) Limited for the bargaining period 1 August 2018 to 31 July 2021, on behalf of weekly paid workers – An omnibus Research Note for the purpose of conciliation at the Court.
- Publication entitled *An Analysis of Wages and Salaries Extracted from Collective Agreements Registered in 2019*. This report represented the findings of analyses of data and trends in wage settlements negotiated through the collective bargaining process across sub-sectors, including a three-year comparative review. The analysis was based upon the thirty-five (35) Collective Agreements registered at the Court in 2019.

- Publication entitled *An Analysis of Cost of Living Allowances (COLA) Extracted from Registered Collective Agreements for the year 2019*. This report analysed the modal COLA negotiated on behalf of employees for specific bargaining periods, by sub-sector, identifying trends from a comparative analysis of COLA for consecutive years.
- Analysis of thirty-four (34) Collective Agreements received by the Court for registration. These Agreements were analysed for conformance with the relevant pieces of legislation, that is, section 43 of the Industrial Relations Act, Chapter 88:01, in the main and other relevant Industrial Relations legislation.
- Publication entitled *Analysis of Industrial Relations Offences (IROs) filed at the Court over the period 2012 – 2018*.
- *Details of Pecuniary Allowances Extracted from Collective Agreements registered in 2017, by sub-sector*. This represents the ongoing development of a database of selected (frequently requested) allowances negotiated on behalf of employees as part of their terms and conditions of employment for the particular bargaining period. The analysis from the forty-eight (48) Collective Agreements allows a comparison of allowances among companies and includes, inter alia, the sub-sector, the union involved and is further categorized into public and private sectors.
- Report on initiatives for the next five-year period 2020 – 2025 and achievements for the period 2015 to 2020 on behalf of the Office of

Economic and Industrial Research for input into the Strategic Plan 2020 – 2025 of the Industrial Court.

- Ad hoc reports for judges of the Court and collation and analysis of data on cases that dealt with strikes and lockouts for the period 2015 to 2018, by sub-sector for the International Labour Organisation, as requested by the Ministry of Labour and Small Enterprise Development
- Compilation of statistical data on the number of disputes filed and disposed inclusive of judgements delivered at the Court for the period September 15, 2019 to September 14, 2020. (*Refer to Appendices A to D*)

Increasing demand for the services of the OEIR over the years, has made the Department become more proactive at addressing the needs of its clientele. The Department continued to supply a wide cross-section of stakeholders, both internal and external, with its publications and customised research material. For the year in review, the Department has responded to enquiries from approximately sixty-six (66) clients, a 53% decrease, compared with one hundred and thirty-nine (139) clients the preceding year. Clients have accessed approximately five hundred and twenty (520) documents and publications, a 23% decrease, over the corresponding period the year before. The OEIR has also made presentations about its role and functions to several academic groups during their information gathering visits to the Court.

CHALLENGES

The Court has had to adapt to the new normal due to the COVID-19 pandemic. The situation inevitably exacerbated the country's already

declining economic output, with government's mandated lockdown policy. The OEIR lost approximately six (6) consecutive weeks away from work between April and May 2020. Further, upon the resumption of work on 12 May 2020, staff worked on a roster basis and had to adjust accordingly. Additionally, the prevailing resource constraint continued to impact the execution of the Department's daily operations. Added to which, the implementation of the Department's Training Plan was stymied for yet another year.

The ongoing issue of limited space in the Department remained a factor compounded by the persistence of mites and mould in the office, which challenged staff's well-being and sought to disrupt the flow of work. Despite these challenges, the Department focused on fulfilling the its objectives.

PROJECTIONS FOR THE NEXT YEAR, 2020 - 2021

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

- Analysis of Trade Disputes, that is, Breakdown in Negotiations; Dismissal/Termination and Suspension 2016- 2019 extracted from (JEMS)
- Ongoing development of a formal database of labour and industrial relations information
- An Analysis of Wages and Salaries 2020
- Analysis of the Cost of Living Allowances 2020
- Details of Pecuniary Allowances Extracted from Collective Agreements Registered in 2018
- Analysis of Industrial Relations Offences (IROs) 2015 – 2019 extracted from the Judicial Enforcement Management Software (JEMS)

HUMAN RESOURCE MANAGEMENT

The Human Resource Management Unit (HRMU) continues to ensure that the Court's most valuable assets, its employees, is nurtured and supported by fostering a positive work environment through effective employee – employer relations. The members of the HRMU are focused on adding value through the strategic utilisation of employees and ensuring that employees are impacting the work of the Court in a positive and measurable way.

This focus was amplified during the COVID-19 pandemic. During the State of Emergency, the Court operated on minimum capacity. Departments such as Human Resources, Accounts, Audit, Office Management, Informational Technology, Court Registry and Secretaries remained partially operational whilst other Departments namely, Library and Information Services, Office of Economic and Industrial Research, Legal, Court Reporting and Communications worked from home. Those who were required to work were rostered on a weekly basis.

Rostering staff on a weekly basis continued when the Court resumed operations in June 2020 and steps were taken to safeguard the health and well-being of all staff and judges as guided by the Ministry of Health. One such step

was the implementation of a COVID-19 Employee Checklist Form which members of staff were required to complete on a daily basis.

With some members of staff falling ill and others on quarantine, the COVID-19 pandemic pushed the HRMU to be innovative when seeking out solutions in the management of staff.

STAFFING

There is a total of one hundred and sixty-four (164) positions at the Industrial Court. The breakdown is as follows:

MEMBERS – 26

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

*There are two (2) vacant positions.

ESTABLISHED POSITIONS – 121

Amount filled	45
Vacant Positions	76
Amount of vacant positions with acting Incumbent	49
Vacant positions without incumbents*	27

*Fifteen (15) Verbatim Reporters I, five (5) Cleaners, two (2) Clerk Stenographers I/II, one (1) Statistical Officer II, one (1) Auditing Assistant, one (1) Orderly, one (1) Messenger I and one (1) Maid I

CONTRACT SERVICES – 17

Amount Filled	12
Vacant*	5

*One (1) CAT Reporter II, two (2) CAT Reporters I, one (1) Business Operating Assistant II and one (1) Office Support Assistant

PROMOTIONS AND APPOINTMENTS

During the period 2019 to 2020, fourteen (14) promotions were made in the following offices by the Director of Personnel Administrator (DPA) as follows:

OFFICE	NO. OF PROMOTIONS
Senior Human Resource Officer	1
Human Resource Officer III	2
Accounting Executive I	2
Accountant II	1
Accountant I	1
Accounting Assistant	1
Auditor II	1
Auditing Assistant	1
Clerk IV	1
Clerk Stenographer I/II	1
Clerk Typist I	1
Maid I	1

There were six (6) first time acting Appointments done by the DPA with respect to the following offices:

OFFICE	NO. OF ACTING APPOINTMENTS
Director, Office of Economic and Industrial Research	1
Research Officer 1	1
Human Resource Officer 111	1
Orderly	3

DELEGATED AND DEVOLVED FUNCTIONS

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

• Further temporary appointment	120
• Acting appointment	209
• Noting of Retirement	9
• No pay leave	nil
• Extended sick leave	15
• Confirmation of appointment	5
• Maternity leave	1

PERFORMANCE MANAGEMENT AND APPRAISAL SYSTEM

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

The HRMU has forwarded eighty-six (86) completed performance appraisal reports (PARS) to the Service Commissions Department. However, sixteen (16) are still outstanding from various supervisors. Seventy-nine (79) increments for officers were processed during the period.

TRAINING AND DEVELOPMENT

In light of the challenging financial times, the HRMU was unable to conduct any training for the general staff of the Industrial Court. The Ministry of Public Administration (MPA) through the Public Service Academy did not offer courses applicable to the needs of the Court for the period September 2019 to December 2019. In the early part of 2020, the COVID-19 pandemic caused the MPA to cancel all planned training programs. The Integrated Human Resource Information System (IHRIS) also cancelled all scheduled training for Accounts and HRMU as a result of COVID-19

EMPLOYEE ASSISTANCE PROGRAMME

This is a confidential work place service that helps employees of all classes deal with work/life stresses, family issues, financial concerns, relationship problems and even drug abuse. This is paid by the Court and during the period four (4) members of staff accessed the programme.

ON-THE-JOB-TRAINING (OJT)

The HRMU is also involved in the development of our youth in the nation. The OJT programme assists in the induction of participants to the world of work and focus on the acquisition of practical occupational skills. These trainees are paid by the Ministry of Labour and Small Enterprises Development. During the year in

review, we have received six (6) OJTs who are assigned to various departments.

CONCLUSION

The HRMU continues to work with all departments including our external customers and Ministries for the achievement of the Court's goals and objectives. Despite financial constraint, the unavailability of staff in a timely manner and the impact of COVID-19, the HRMU continues to assist in fulfilling the mandate of the Court.

FINANCIAL REPORT

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

- (a) that the financial business of the State for which he is responsible is properly conducted; and
- (b) that public funds entrusted to his care are properly safe-guarded and are applied only to the purposes intended by Parliament.

The Accounting Officer is head of the Accounts Department which he/she is responsible for ensuring that the proper system of accounting as prescribed by the Treasury is established and maintained by exercising supervision over the receipt of public revenue, guaranteeing its punctual collection and bringing promptly to accounts under the proper heads and sub-heads, whether as revenue or other receipts, all moneys for which he is accountable. His/her responsibility is also to ensure that all disbursements of the State are charged in the accounts under the proper head and sub-heads of the Estimates or other approved classifications by exercising strict supervision over all officers under his authority entrusted with the receipt and expenditure of public

moneys, and to take precautions, by the maintenance of efficient checks, against negligence and fraud.

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

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

REVENUE

The Revenue collected by the Industrial Court for the period October 01, 2019 to September 30, 2020 is detailed as follows:

\$ 319,278.55	\$ 369,000.00
SALE OF PUBLICATIONS	FINES

Fines are imposed on Companies and Unions which are found guilty of Industrial Relations Offences and breaching the Occupational Safety and Health Act. There was an increase in

Fines collected over the same period in the previous financial year.

RECURRENT EXPENDITURE

In accordance with Section 24 (1) (b) of the Exchequer and Audit Act, Chapter 69:01, Accounting Officers were required to submit Appropriation Accounts for the Financial Year ended September 30, 2020 by January 31, 2021.

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

The Allocation and Expenditure of Funds for the Financial Year 2019 –2020 as at September 30, 2020 are illustrated as follows:

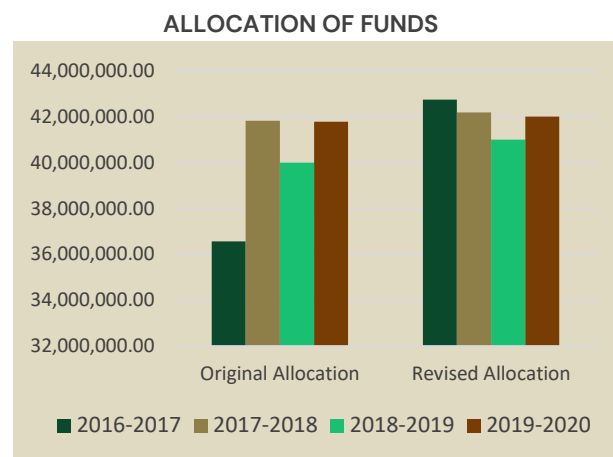


TABLE SHOWING ALLOCATION AND EXPENDITURE OF FUNDS

SUB HEAD	ORIGINAL ALLOCATION \$	REVISED ALLOCATION \$	EXPENDITURE \$
Personnel Expenditure	24,555,000.00	24,180,500.00	23,490,082.78
Goods and Services	16,764,280.00	17,346,280.00	16,132,590.45
Minor Equipment Purchases	190,000.00	170,000.00	80,626.81
Current Transfers and Subsidies	270,000.00	270,000.00	0.00
TOTAL	41,779,280.00	41,996,780.00	39,703,300.04

DEVELOPMENT PROGRAMME

Initially, for the fiscal year October 01, 2019 to September 30, 2020, the Industrial Court did not receive any allocation to meet expenditure under the development programme. Eventually, though, the Court was allocated a revised sum of one hundred and twelve thousand five hundred dollars (\$112, 500.00) under sub-unit *Accommodation for the Tobago Office of the Industrial Court* for the final payment of Phase I of the Tobago project.

However, the National Insurance Property Development Company Limited (NIPDEC) was unable to complete the final part of the project before the close of the financial year.

The table below shows the Allocation and Expenditure of Funds for the Financial Year 2019–2020 Development Programme.

SUB HEAD	SUB UNIT	ORIGINAL PROVISION \$	REVISED PROVISION \$	EXPENDITURE \$
Administrative Services	Computerisation of the Industrial Court	0.00	0.00	0.00
Public Buildings	Improvement Works and Furnishing of the Industrial Court	0.00	0.00	0.00
Public Buildings	Accommodation for the Tobago Office of the Industrial Court	0.00	112,500.00	0.00
TOTAL		\$0.00	\$112,500.00	\$0.00

INTERNAL AUDITOR'S REPORT

The Internal Audit Department of the Industrial Court ensures that an approved Plan of Work is provided to the Registrars of the Industrial Court, the Tax Appeal Board, the Environmental Commission, the Equal Opportunity Tribunal and the Administrative Officer IV of the Public Service Appeal Board.

In addition to the completed plan of work for the fiscal year 2019-2020, the activities listed hereunder were also undertaken:

- i. Application for Credit on the Exchequer Account
- ii. Pension and Leave Records
- iii. Vouchers relating to Previous Years Payments
- iv. Increment Certificates
- v. Application for Contract Gratuity
- vi. Emolument Statements in respect of retiring Members
- vii. Special Assignments*

*There was one (1) special assignment for the fiscal 2019-2020.

CHALLENGES

There are five (5) established positions in the Internal Audit, three of which have incumbents and two (2) vacant. An officer was released from the Industrial Court in September, 2019 and there have been no replacement to date.

Additional space is needed for the staff at the Internal Audit Department.

PROJECTIONS

- All vacancies filled with appropriate staff
- Adequate spacing for all members of staff in the Audit Department
- Completion of the Plan of Work for fiscal 2020-2021

CONCLUSION

Despite staff shortages and the negative effects of the COVID-19 pandemic, the Internal Audit was able to complete about ninety (90%) percent of the Approved Plan of Work for fiscal year 2019-2020.

PRESIDENT'S APPOINTMENT TO THE INTERNATIONAL MONETARY FUND ADMINISTRATIVE TRIBUNAL

On March 1, 2020, Her Honour Mrs. Deborah Thomas-Felix, President of the Industrial Court of Trinidad and Tobago, was appointed a Member of the International Monetary Fund Administrative Tribunal (IMFAT). She serves as a Judge of the Tribunal along with four other judges namely, the President, Catherine O'Regan of South Africa, Andrés Rigo Sureda of Spain, Edith Brown Weiss of the United States of America (USA) and Nassib Zaidé of Chile and Lebanon.

IMFAT, which was established on January 13, 1994, serves as an independent judicial forum for the resolution of employment disputes arising between the International Monetary Fund (IMF) and its staff members. The Tribunal's jurisdiction also extends to enrollees in and beneficiaries under IMF staff benefit plans who challenge administrative acts arising under such plans. The judgments of the Tribunal are final and without appeal.

Members of IMFAT are appointed for a term of four years and are eligible for reappointment for an additional two four-year terms. Her Honour Mrs. Thomas-Felix is completing her predecessor's term which began on March 1, 2020 and ends on December 31, 2021, after which she is eligible for reappointment for up to three full terms. As a Judge of the Tribunal,



she is required to travel twice a year, in the spring and fall, to the IMF's headquarters in Washington, D.C. USA, to adjudicate on disputes at the Tribunal.

The IMF has a membership of 189 countries and its day-to-day work is supported by approximately 2,700 staff members from 150 countries.

PARTICIPATION IN REGIONAL DISCUSSIONS ON VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

The President of the Industrial Court, Her Honour Mrs. Deborah Thomas-Felix, participated in two regional forums to discuss the International Labour Organization (ILO) instruments to combat violence and harassment in the world of work namely, **Violence and Harassment Convention** that was adopted by the International Labour Convention on June 21, 2019 known as **C190** and Violence and Harassment Recommendation No. 206.



The first was the Sub-regional Trade Union Conference on the Future of Work titled '*Work for a Brighter Future: Workers' Perspective from the Caribbean*'. The Conference was

hosted by the Caribbean Congress of Labour in cooperation with the International Labour Organization Decent Work Team and Office for the Caribbean, on the occasion of the ILO's Centenary and took place on October 31, 2019 at the Kapok Hotel, Port-of-Spain, Trinidad and Tobago.

The second forum was the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Worker's Associations (IUF) Caribbean Region Women and Domestic Workers Workshop. Trade union representatives from approximately ten (10) territories in the region namely Jamaica, St. Lucia, Bahamas, Antigua and Barbuda, Guyana, Grenada, Dominica, Guyana, Trinidad and Tobago and Bermuda, came together to examine the theme "*Women Workers - the Fight for Decent Work, Security and Equality*". The workshop took place from November 11th – 12th, 2019 at the Normandie Hotel in Trinidad and Tobago.

On the first day of this workshop, Her Honour Mrs. Thomas-Felix participated in a panel discussion with fellow panelists Mr. Shingo Miyake, Labour Law and International Labour Standards Specialist of the International Labour Organization Decent Work Team and Office for the Caribbean and Ms. Ida Le Blanc,

General Secretary of the National Union of Domestic Employees (NUDE).



(front row, 2nd from left): Ms. Natalie Willis, Permanent Secretary, Ministry of Labour and Small Enterprise Development; Sis. Ronaldine Burgess, President of the IUF Caribbean Region and Her Honour Mrs. Deborah Thomas-Felix, President of the Industrial Court at the IUF Caribbean Region Workshop.

may want to consider a prohibition section where key societal behaviours are identified for the purpose of clarity, as to what is not acceptable when the legislation is implemented.”

At these forums, she highlighted the significant step C190 and the Recommendations have taken to treat with the issue of domestic violence in the world of work. This is important because countries “must always consider the debilitating effect of violence and harassment in the workplace and how violence can affect productivity and lead to economic stagnation and social discord.”

She also noted that Article 5 of the Convention “support the need for comprehensive legal frameworks and policies in the workplace which promote effective social dialogue, freedom of association and collective bargaining, in order to tackle the problem of violence and harassment in the workplace.”

The President suggested that, “When we are contemplating legislation for the workplace, there is a need to give some consideration to culture, norms and mores and perhaps consider to have a definition for conduct and the type of behaviour which should not be allowed in the workplace. In the drafting of such legislation and the shaping of policy, one

RETIREMENTS AT THE INDUSTRIAL COURT



JOY-ANN FLATTS

Ms. Joy Ann Flatts entered the Public Service on July 20, 1990. She served as Messenger I at the Ministry of National Security at the Custom and Excise Division and then at

the Head Office of the Ministry of Finance.

Ms. Flatts was appointed to act as Orderly at the Industrial Court and assumed duty in May 2001. After four (4) years, she was promoted to the position and served at the Court until her retirement on January 8, 2020.

Ms. Joy-Ann Flatts worked for twenty-nine (29) years in the Public Service, fourteen (14) of those years was at the Industrial Court.



SANDRA GABRIEL

Ms. Sandra Gabriel was the Messenger I in the Office Management Department at the Industrial Court. During her tenure at the Court, she served as Messenger II and as Orderly.

Prior to joining the Industrial Court, Ms. Gabriel served as Messenger I at the:

- Ministry of Public Administration;
- Ministry of Trade and Industry;
- Ministry of Finance;
- Ministry of Social Development;
- Ministry of Labour; and
- Office of the President.

Ms. Gabriel retired from the Public Service on March 1, 2020. She served fifteen (15) years in the Public Service including thirteen (13) years at the Industrial Court.



SYLVIA MOOSAN

Ms. Sylvia Moosan joined the Industrial Court in March 2013. During her service at the Court, she held the position of Orderly and acted as Bailiff I.

Prior to joining the Industrial Court, she served as Messenger I at the Ministry of Education and at the Judiciary of the Republic of Trinidad and Tobago. While at the Judiciary, she was given an appointment to act as Orderly at the Office of the President.

Ms. Moosan proceeded on vacation leave prior to retirement on February 4, 2020 and retired compulsory from the Public Service on March 20, 2020. Ms. Sylvia Moosan served for sixteen (16) years in the Public Service including seven (7) years at the Industrial Court.



WAYNE MOHAMMED

In March 1998, Mr. Wayne Mohammed joined the Industrial Court and held the position of Orderly. During his twenty-two (22) years of service at the Court, he worked at both the North and South

branches of the Court's Registry Department.

Prior to joining the Industrial Court Team, Mr. Mohammed served as Messenger I at the Supreme Court of the Judiciary of the Republic of Trinidad and Tobago, the Ministry of Legal Affairs and the Communication Division of the

Ministry of Public Administration. Subsequently, he served as Orderly at the Office of the President.

After forty-one (41) years in the Public Service, Mr. Wayne Mohammed retired on May 9, 2020.



MYRTLE PARRIS

In February 1993, Mrs. Myrtle Jones-Parris assumed duty at the Industrial Court. She served as Maid I and as Telephone Operator I. During her tenure at the Court, Ms. Jones-Parris was promoted to

Telephone Operator I at the Judiciary of the Republic of Trinidad and Tobago, however, she did not take up the promotion but remained at the Industrial Court. Eventually, the promotion was transferred to the Industrial Court.

Prior to assuming duty at the Court, Ms. Jones-Parris served at the Ministry of Works as a temporary Telephone Operator I, the Custom and Excise Division of the Ministry of Finance as a Messenger I, Maid I and Cleaner I, and at the Head Office of the Ministry of Finance as a Maid I.

After serving at the Industrial Court for twenty-seven (27) years, Mrs. Myrtle Jones-Parris retired on July 2, 2020, when she celebrated her 60th birthday.

Mrs. Jones Parris worked in the Public Service for approximately forty-two (42) years.

APPENDICES

APPENDIX A	List of Acronyms
APPENDIX B	List of Tables
APPENDIX C	List of Charts
APPENDIX D	Statistics on Disputes



APPENDIX A

LIST OF
ACRONYMS

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

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STATISTICS ON DISPUTES

INTRODUCTION

The data for the Industrial Court's fiscal year, covers the period September 15, 2019 to September 14, 2020. There was a marked decrease in the number of matters filed and disposed as the Court was closed for approximately three (3) months. The statistics include:

- The number of matters filed and disposed;
- The number of Judgments delivered;
- The number of disputes settled by conciliation;
- The number of matters disposed and method of disposal; and
- The percentage increase/decrease of matters filed and disposed over the periods 2015/2016 to 2019/2020.

Disputes are disposed of in the following manner: judgments; both oral and written; ruling on preliminary points; by conciliation; at the conclusion of bilateral discussions

between the parties; a request by a party for leave to withdraw; and dismissal of dispute.

For the period September 2019 to September 2020, **907** new cases were filed at the Industrial Court, **403** cases less than those filed for the previous year, 2018/2019, which recorded 1310 cases. The Court disposed of 741 matters which is 104 cases less than the 845 matters disposed of for the period 2018/2019. The disposal rate in 2019/2020 is **81.7%**, which is over **17.2%** percentage points, higher than the period 2018/2019 when the disposal rate was **64.5%**. The 740 cases were disposed in the following manner: **261** judgments were delivered, 229 cases were withdrawn, 221 cases were settled through the conciliation and bilateral process and 30 cases were dismissed by the Court.¹

Trade Disputes (**699**) in both the General and Essential Services Division remain the largest number of cases filed followed by Occupational Safety and Health (**53**) and Industrial Relation Offence (**50**) cases.

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

A comparison of the periods 2015/2018 and 2018/2020 of matters filed revealed that there was a decrease of -9.3%. However, there was an overall decrease in the percentage change in the disposal rate for judgments delivered, matters disposed of bilaterally, matters disposed of in conciliation, matters withdrawn and matters dismissed, over the period 2018 to 2020 as compared to the period 2016 to 2018.

The COVID-19 pandemic affected the disposal of matters as most business and organisations were closed for a period not less than three (3) months and even though the Court provided measures for persons to file and dispose of matters, it was very slow. The overall disposal rate was -22.7%.

TABLE 1.1: NUMBER OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
for the period 15th September 2019 to 14th September 2020

YEAR	MONTH	TRADE DISPUTES	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHA	ESD ICA	ESD IRO	ESD A	ESD	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2019	September	58	0	4	1	0	0	0	4	0	0	4	0	1	0	7	0	1	1	0	0	0	0	81
	October	64	0	3	2	0	0	0	3	0	0	5	0	1	0	15	0	1	2	0	0	0	0	96
	November	50	0	4	2	0	0	0	2	3	0	5	0	0	0	6	0	0	5	0	0	0	0	77
	December	32	0	1	0	0	0	0	2	0	0	3	0	1	0	9	0	0	1	0	0	0	0	49
	Sub-Total	204	0	12	5	0	0	0	11	3	0	17	0	3	0	37	0	2	9	0	0	0	0	0
2020	January	67	1	0	0	0	0	0	1	0	0	5	0	1	0	8	0	0	4	0	0	0	0	87
	February	51	0	2	0	0	0	1	0	0	0	3	0	0	0	7	1	1	3	0	0	0	0	69
	March	60	1	3	0	0	0	0	7	0	0	3	0	0	0	10	0	0	2	0	0	0	0	86
	April	3	0	0	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	6
	May	31	0	6	0	0	0	0	0	0	0	8	0	2	0	1	0	0	1	0	0	0	0	49
	June	38	0	11	1	0	0	0	5	0	0	6	0	0	0	11	0	0	1	0	0	0	0	73
	July	85	1	6	0	0	0	0	8	1	3	5	0	0	0	1	0	0	12	1	0	0	0	123
	August	66	1	6	1	0	0	0	3	0	0	2	0	1	0	3	0	0	5	0	0	0	0	88
	September	14	0	4	0	0	0	0	0	0	0	2	0	0	0	2	0	0	1	0	0	0	0	23
Sub-Total	415	4	38	2	0	0	2	24	1	3	36	0	4	0	43	1	1	29	1	0	0	0	0	604
TOTAL (2019-2020)	619	4	50	7	0	0	2	35	4	3	53	0	7	0	80	1	3	38	1	0	0	0	0	907

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

TABLE 1.2: NUMBER OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
for the period 15th September 2019 to 14th September 2020

YEAR	MONTH	TRADE DISPUTES	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHA	ESD ICA	ESD IRO	ESD A	ESD	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2019	September	45	0	4	1	0	0	0	4	0	0	4	0	1	0	7	0	1	1	0	0	0	0	68
	October	53	0	3	2	0	0	0	3	0	0	5	0	1	0	15	0	1	1	0	0	0	0	84
	November	45	0	4	2	0	0	0	1	3	0	4	0	0	0	5	0	0	3	0	0	0	0	67
	December	23	0	1	0	0	0	0	2	0	0	3	0	1	0	9	0	0	1	0	0	0	0	40
	Sub-Total	166	0	12	5	0	0	0	10	3	0	16	0	3	0	36	0	2	6	0	0	0	0	0
2020	January	21	1	0	0	0	0	0	1	0	0	5	0	1	0	7	0	0	2	0	0	0	0	38
	February	43	0	2	0	0	0	1	0	0	0	3	0	0	0	7	1	1	3	0	0	0	0	61
	March	51	1	1	0	0	0	0	6	0	0	3	0	0	0	10	0	0	2	0	0	0	0	74
	April	3	0	0	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	6
	May	16	0	4	0	0	0	0	0	0	0	8	0	1	0	1	0	0	0	0	0	0	0	30
	June	34	0	11	1	0	0	0	5	0	0	6	0	0	0	11	0	0	1	0	0	0	0	69
	July	51	1	4	0	0	0	0	7	1	3	5	0	0	0	1	0	0	1	1	0	0	0	75
	August	61	1	5	1	0	0	0	3	0	0	2	0	1	0	3	0	0	2	0	0	0	0	79
	September	5	0	3	0	0	0	0	0	0	0	2	0	0	0	2	0	0	1	0	0	0	0	13
Sub-Total	285	4	30	2	0	0	2	22	1	3	36	0	3	0	42	1	1	12	1	0	0	0	0	445
TOTAL (2019-2020)	451	4	42	7	0	0	2	32	4	3	52	0	6	0	78	1	3	18	1	0	0	0	0	704

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

TABLE 1.3: NUMBER OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
for the period 15th September 2019 to 14th September 2020

YEAR	MONTH	TRADE DISPUTES	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHA	ESD ICA	ESD IRO	ESD A	* ESD	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2019	September	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13
	October	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	12
	November	5	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	2	0	0	0	0	10
	December	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9
	Sub-Total	38	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	3	0	0	0	0	0
2020	January	46	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	0	0	0	49
	February	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
	March	9	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12
	April	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	May	15	0	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	19
	June	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
	July	34	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	11	0	0	0	0	48
	August	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	9
	September	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10
	Sub-Total	130	0	8	0	0	0	0	2	0	0	0	0	1	0	1	0	0	17	0	0	0	0	0
TOTAL (2019-2020)	168	0	8	0	0	0	0	3	0	0	1	0	1	0	2	0	0	20	0	0	0	0	0	203

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

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

CHART 1.1: MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
for the period 2015/2016 to 2019/2020

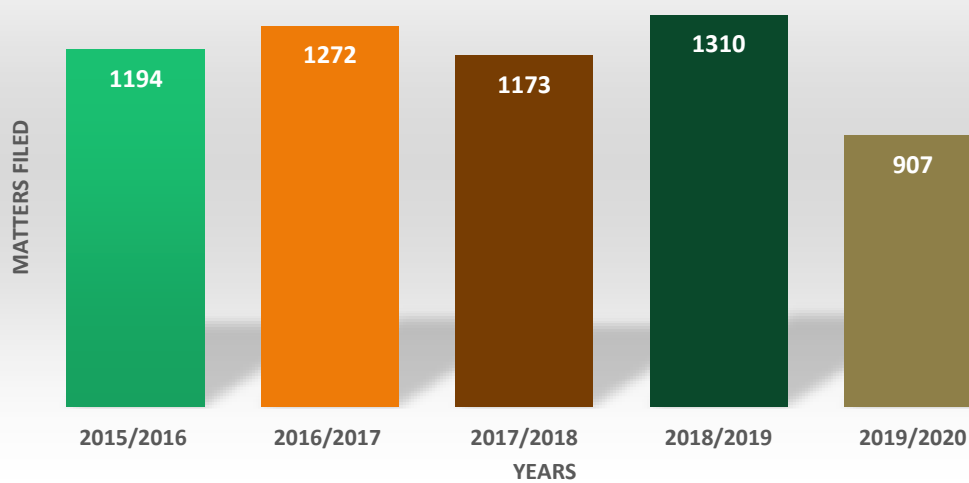


CHART 1.2: MATTERS FILED
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
 for the period 2015/2016 to 2019/2020

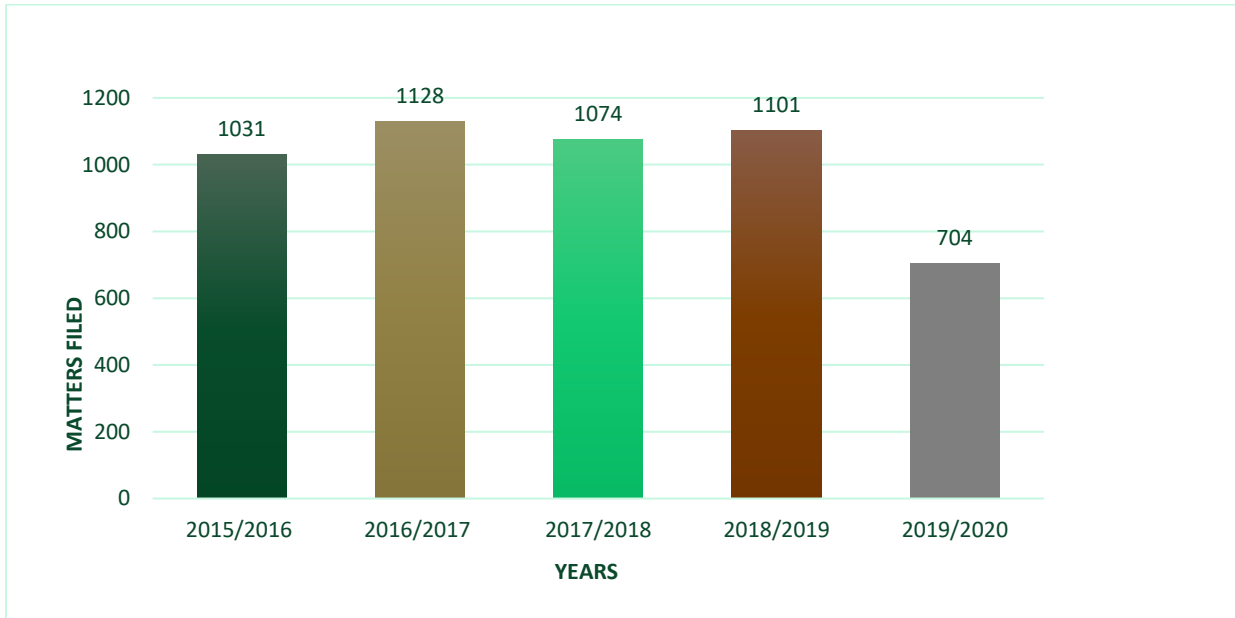


CHART 1.3: MATTERS FILED
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
 for the period 2015/2016 to 2019/2020

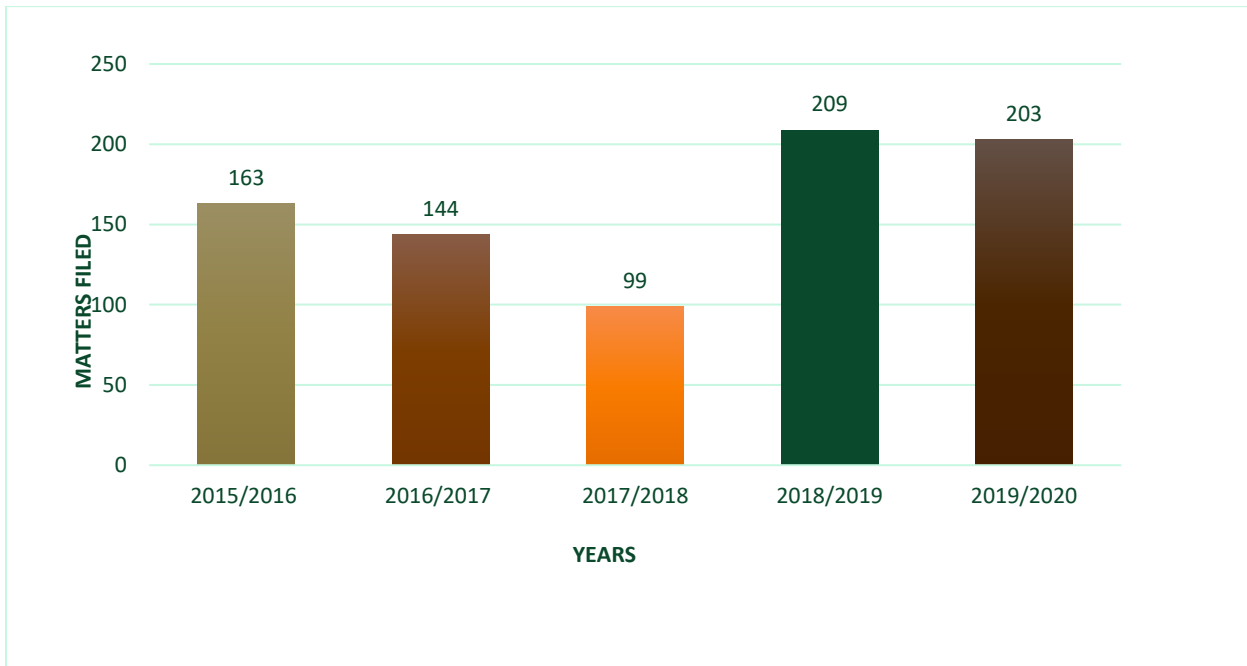


TABLE 2.1: NUMBER OF MATTERS DISPOSED
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 15th September 2019 to 14th September 2020

YEAR	MONTH	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
			JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	OPINIONS	
2019	September	81	7	10	8	10	2	0	37
	October	96	33	9	9	40	6	0	97
	November	77	35	17	13	22	1	0	88
	December	49	18	9	4	8	1	0	40
	Sub-Total	303	93	45	34	80	10	0	262
2020	January	87	20	11	20	28	6	0	85
	February	69	14	10	10	32	3	0	69
	March	86	20	11	7	27	3	0	68
	April	6	0	3	1	2	0	0	6
	May	49	0	2	0	0	0	0	2
	June	73	56	9	2	7	1	0	75
	July	123	30	27	5	20	3	0	85
	August	88	28	15	3	21	3	0	70
	September	23	0	6	0	12	1	0	19
	Sub-Total	604	168	94	48	149	20	0	479
TOTAL (2019-2020)	907	261	139	82	229	30	0	741	

CHART 2.1: DISPOSALS
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2015/2016 to 2019/2020

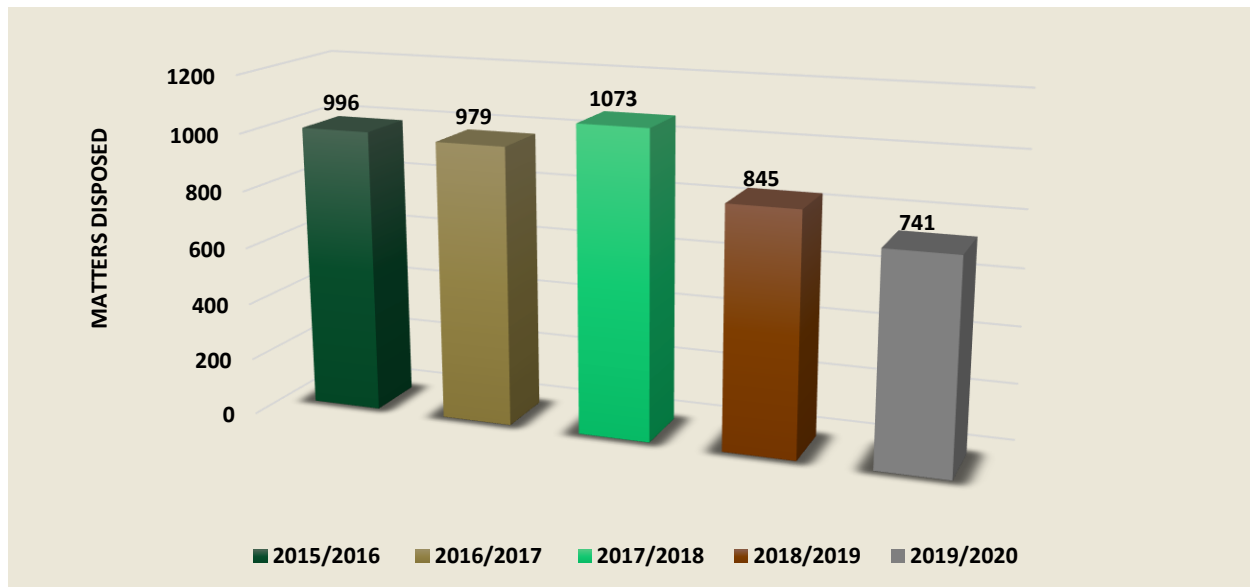


TABLE 2.2: NUMBER OF MATTERS DISPOSED
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
 for the period 15th September 2019 to 14th September 2020

YEAR	MONTH	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
			JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	OPINIONS	
2019	September	68	7	10	8	9	2	0	36
	October	84	27	7	9	24	6	0	73
	November	67	29	17	13	19	1	0	79
	December	40	15	8	4	7	1	0	35
	Sub-Total	259	78	42	34	59	10	0	223
2020	January	38	19	8	18	23	6	0	74
	February	61	14	10	10	30	2	0	66
	March	74	19	10	5	25	3	0	62
	April	6	0	2	0	1	0	0	3
	May	30	0	2	0	0	0	0	2
	June	69	54	9	2	7	1	0	73
	July	75	27	22	4	17	3	0	73
	August	79	28	13	3	19	3	0	66
	September	13	0	6	0	10	1	0	17
	Sub-Total	445	161	82	42	132	19	0	436
TOTAL (2019-2020)	704	239	124	76	191	29	0	659	

CHART 2.2: DISPOSALS
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
 for the period 2015/2016 to 2019/2020

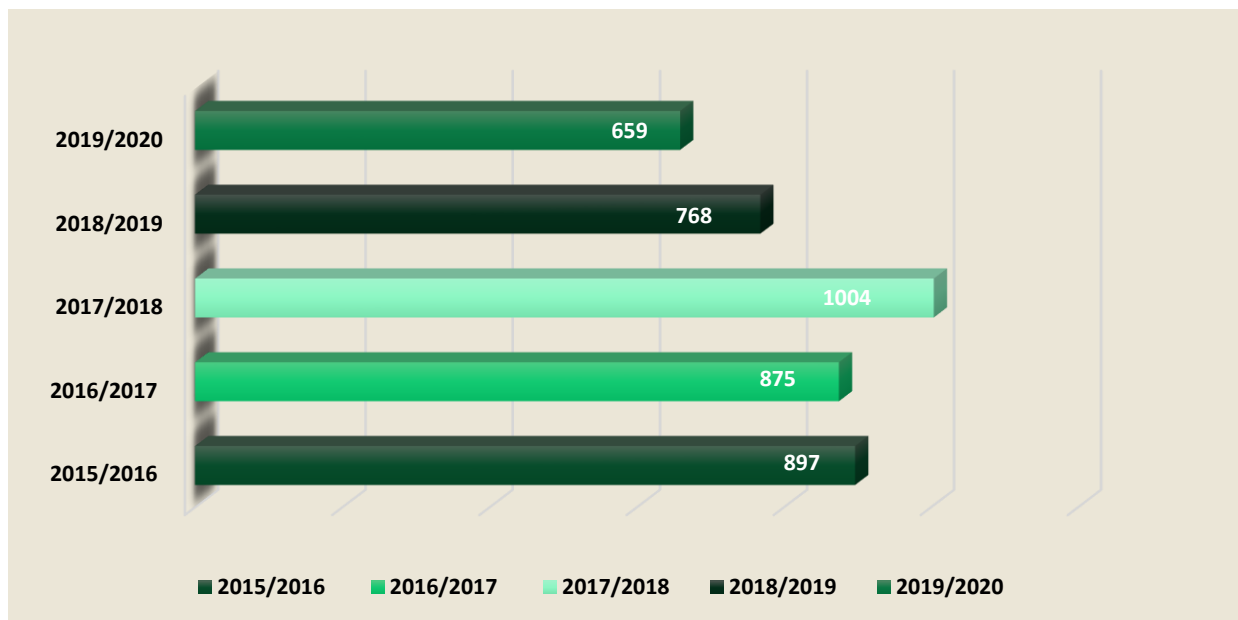


TABLE 2.3: NUMBER OF MATTERS DISPOSED
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
 for the period 15th September 2019 to 14th September 2020

YEAR	MONTH	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
			JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O. P	OPINIONS	
2019	September	13	0	0	0	1	0	0	1
	October	12	6	2	0	16	0	0	24
	November	10	6	0	0	3	0	0	9
	December	9	3	1	0	1	0	0	5
	Sub-Total	44	15	3	0	21	0	0	39
2020	January	49	1	3	2	5	0	0	11
	February	8	0	0	0	2	1	0	3
	March	12	1	1	2	2	0	0	6
	April	0	0	1	1	1	0	0	3
	May	19	0	0	0	0	0	0	0
	June	4	2	0	0	0	0	0	2
	July	48	3	5	1	3	0	0	12
	August	9	0	2	0	2	0	0	4
	September	10	0	0	0	2	0	0	2
	Sub-Total	159	7	12	6	17	1	0	43
TOTAL (2019-2020)	203	22	15	6	38	1	0	82	

CHART 2.3: DISPOSALS
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
 for the period 2015/2016 to 2019/2020

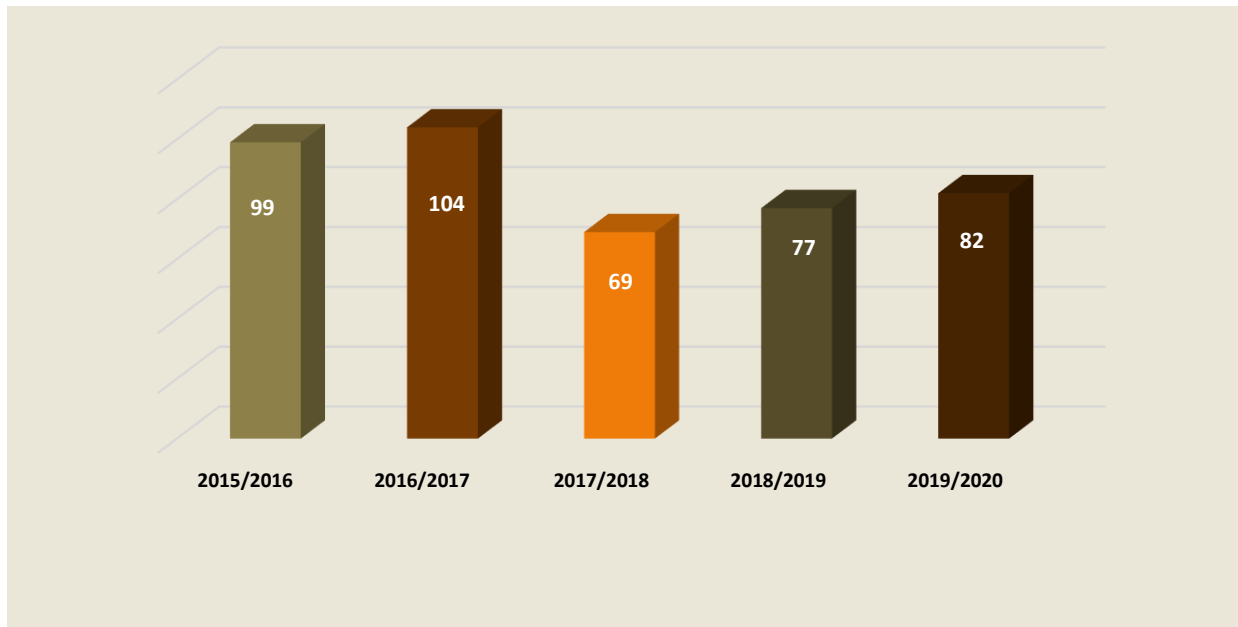


TABLE 2.4: NUMBER OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
for the period 2015/2016 to 2019/2020

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS FILED	YEAR	MATTERS FILED	YEAR	MATTERS FILED
2015/2016	1031	2015/2016	163	2015/2016	1194
2016/2017	1128	2016/2017	144	2016/2017	1272
2017/2018	1074	2017/2018	99	2017/2018	1173
2018/2019	1101	2018/2019	209	2018/2019	1310
2019/2020	704	2019/2020	203	2019/2020	907

TABLE 2.5: NUMBER OF MATTERS DISPOSED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
for the period 2015/2016 to 2019/2020

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS DISPOSED	YEAR	MATTERS DISPOSED	YEAR	MATTERS DISPOSED
2015/2016	897	2015/2016	99	2015/2016	996
2016/2017	875	2016/2017	104	2016/2017	979
2017/2018	1004	2017/2018	69	2017/2018	1073
2018/2019	768	2018/2019	77	2018/2019	845
2019/2020	659	2019/2020	82	2019/2020	741

CHART 2.4: TOTAL MATTERS FILED AND DISPOSED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
for the period 2015/2016 to 2019/2020

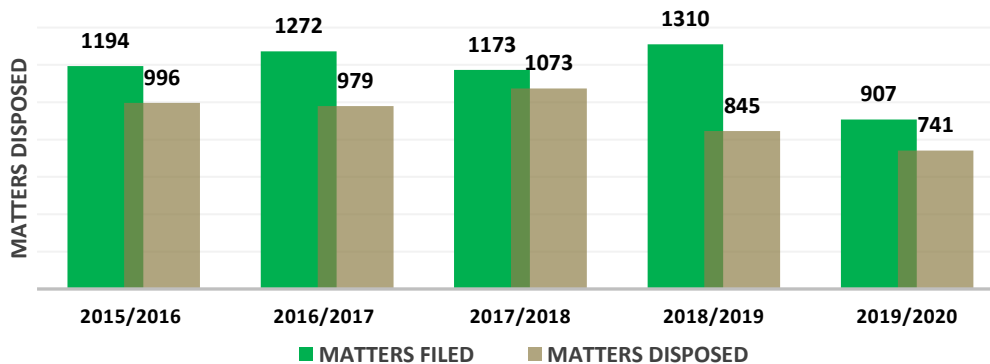


TABLE 3.1: NUMBER OF MATTERS DISPOSED THROUGH THE CONCILIATORY PROCESS (BILATERALLY/CONCILIATION)
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2015/2016 to 2019/2020

YEAR	MATTERS DISPOSED		TOTAL
	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	
2015/2016	161	114	275
2016/2017	199	165	364
2017/2018	285	115	400
2018/2019	145	113	258
2019/2020	139	82	221

CHART 3.1: NUMBER OF MATTERS DISPOSED THROUGH THE CONCILIATORY PROCESS (BILATERALLY/CONCILIATION)
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2015/2016 to 2019/2020

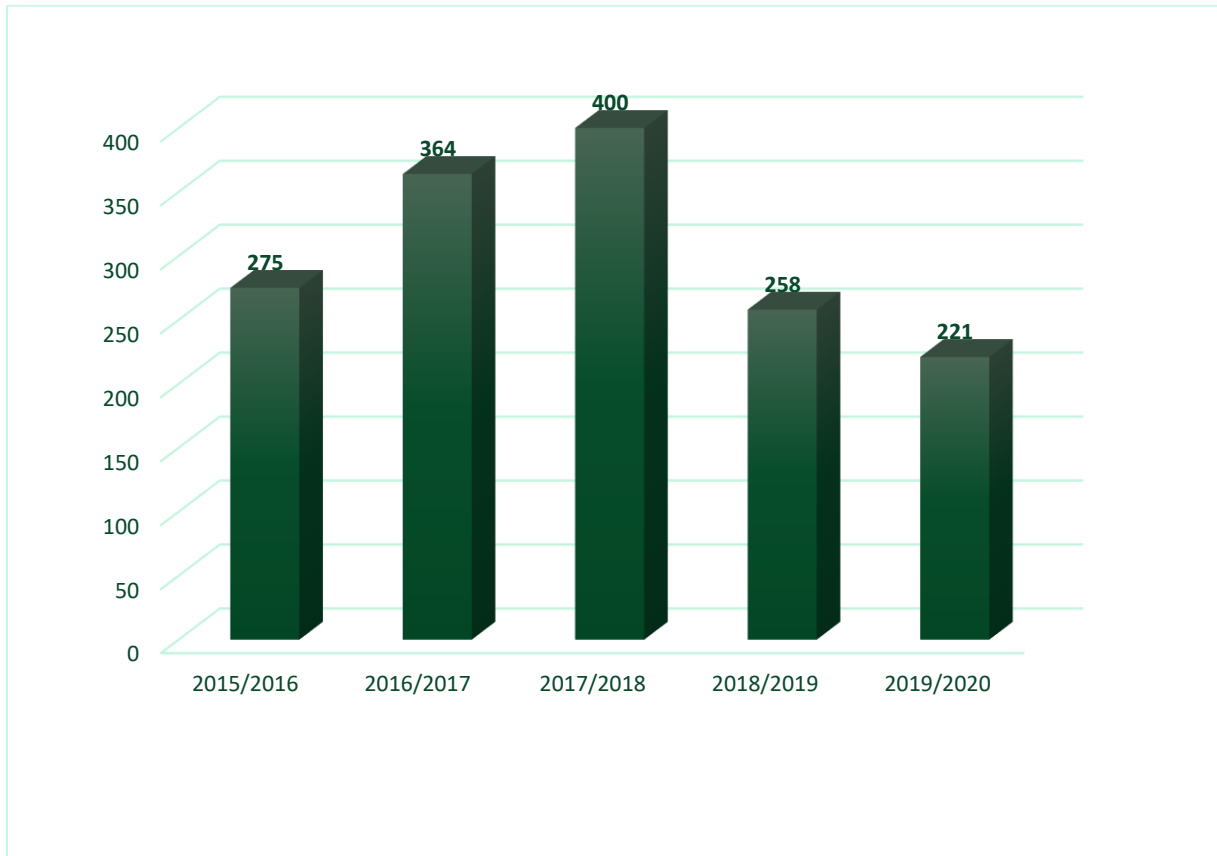


CHART 3.2: COMPARATIVE CHART SHOWING MATTERS DISPOSED BILATERALLY AND THROUGH CONCILIATION
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2015/2016 to 2019/2020

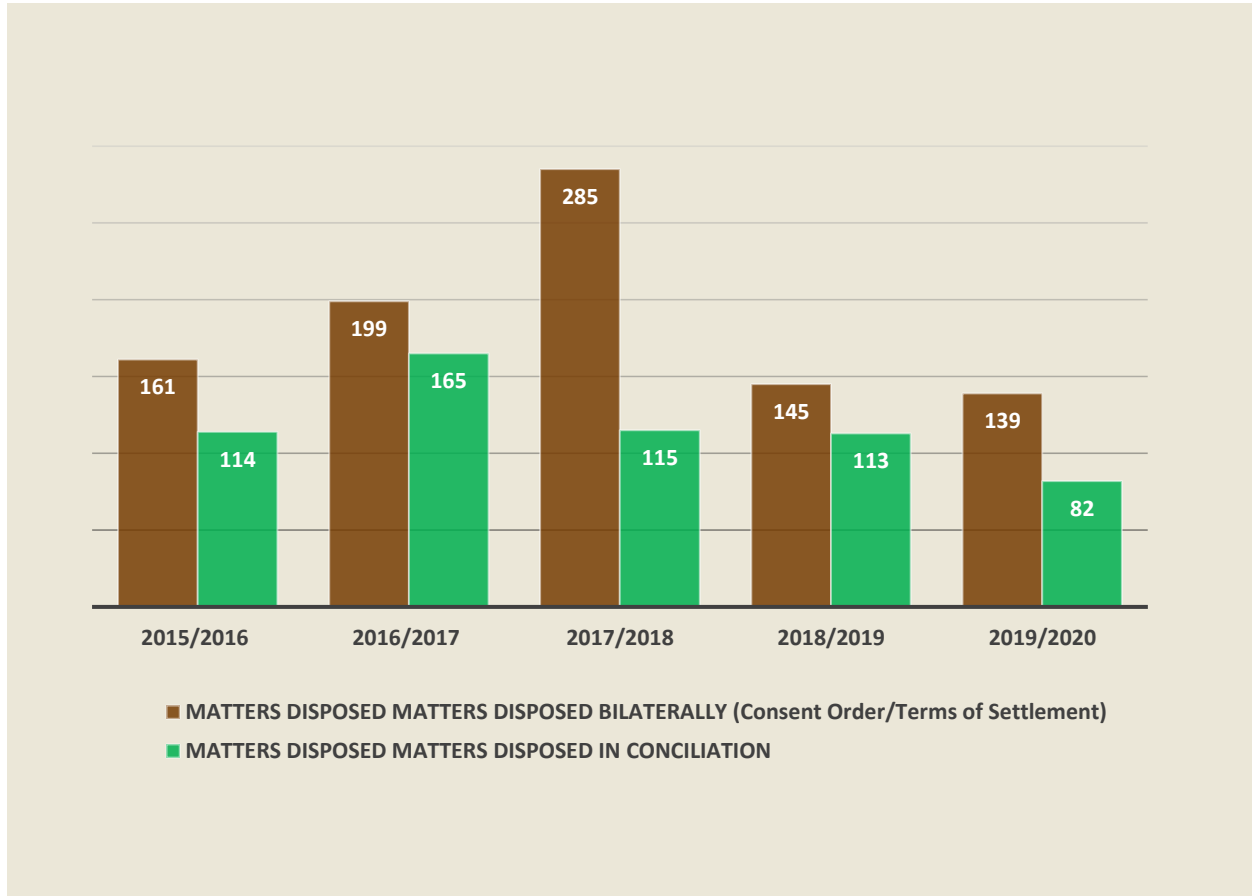


TABLE 4.1: NUMBER OF JUDGMENTS DELIVERED
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2015/2016 to 2019/2020

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	JUDGMENT DELIVERED	YEAR	JUDGMENT DELIVERED	YEAR	JUDGMENT DELIVERED
2015/2016	246	2015/2016	31	2015/2016	277
2016/2017	201	2016/2017	13	2016/2017	214
2017/2018	282	2017/2018	29	2017/2018	311
2018/2019	167	2018/2019	18	2018/2019	185
2019/2020	239	2019/2020	22	2019/2020	261

CHART 4.1: NUMBER OF JUDGMENTS DELIVERED
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2015/2016 to 2019/2020

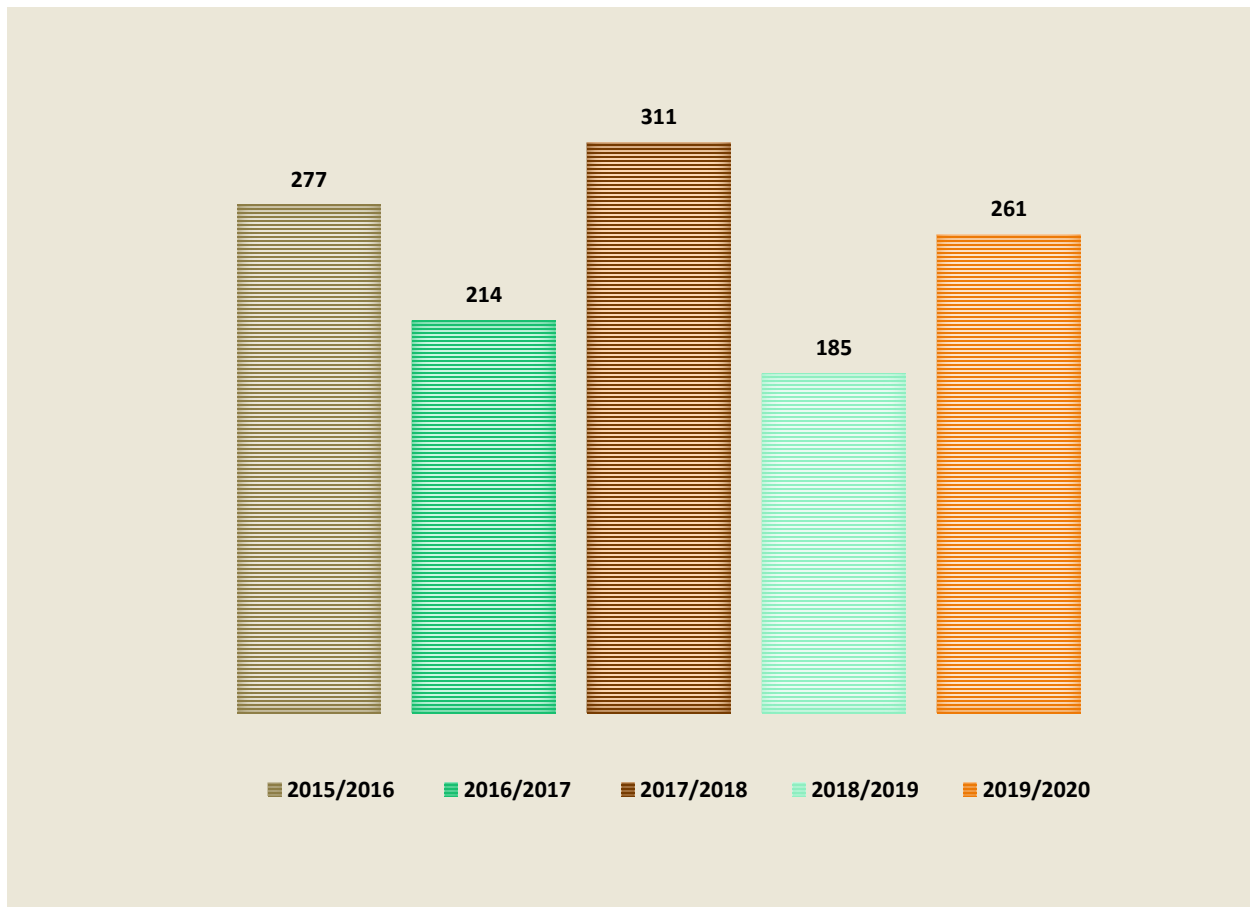


TABLE 5.1: NUMBER OF MATTERS DISPOSED BY CATEGORY
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2015/2016 to 2019/2020

YEAR	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
		JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED	OPINIONS	
2015/2016	1194	277	161	114	415	29	0	996
2016/2017	1272	214	199	165	359	42	0	979
2017/2018	1173	311	285	115	338	24	0	1073
2018/2019	1310	185	145	113	384	18	0	845
2019/2020	907	261	139	82	229	30	0	741

CHART 5.1: PERCENTAGE OF MATTERS DISPOSED BY CATEGORY
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2019/2020

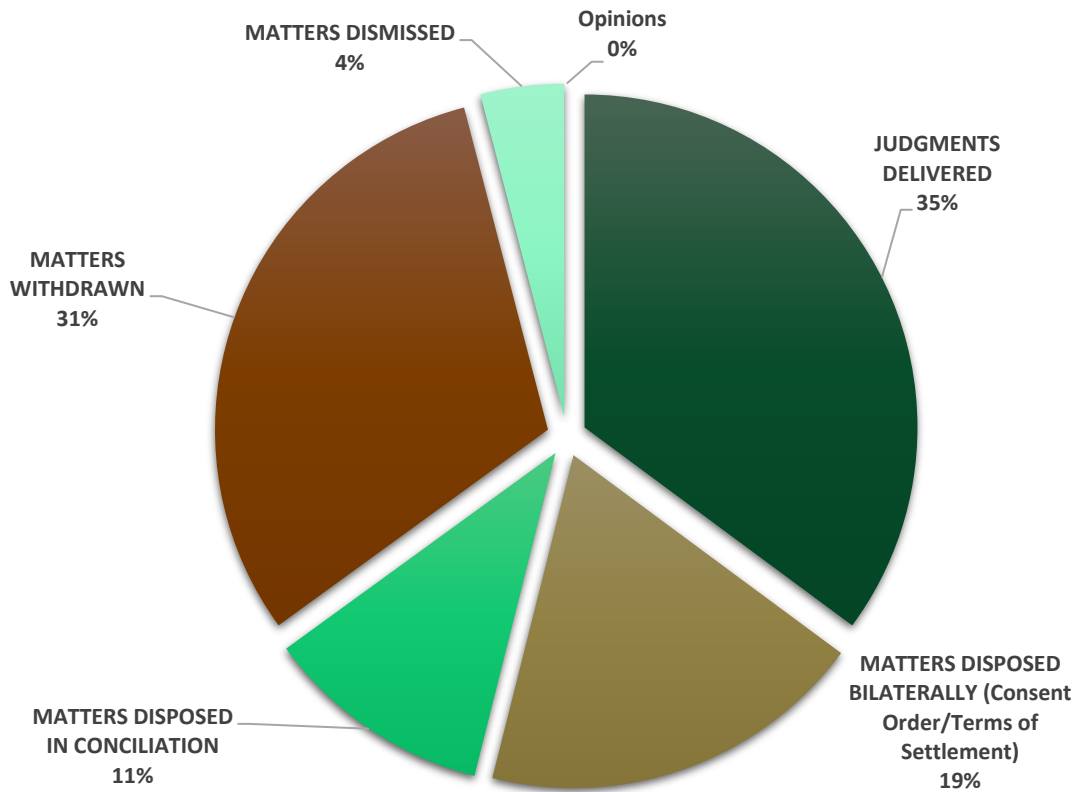


TABLE 5.2: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2018/2019 and 2019/2020

NORTH AND SOUTH	DISPOSAL						TOTAL MATTERS DISPOSED
	JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED	OPINIONS	
2018/2019	21.89%	17.16%	13.37%	45.44%	2.13%	0.00%	64.50%
2019/2020	35.22%	18.76%	11.07%	30.90%	4.05%	0.00%	81.70%

CHART 5.2: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2018/2019 and 2019/2020

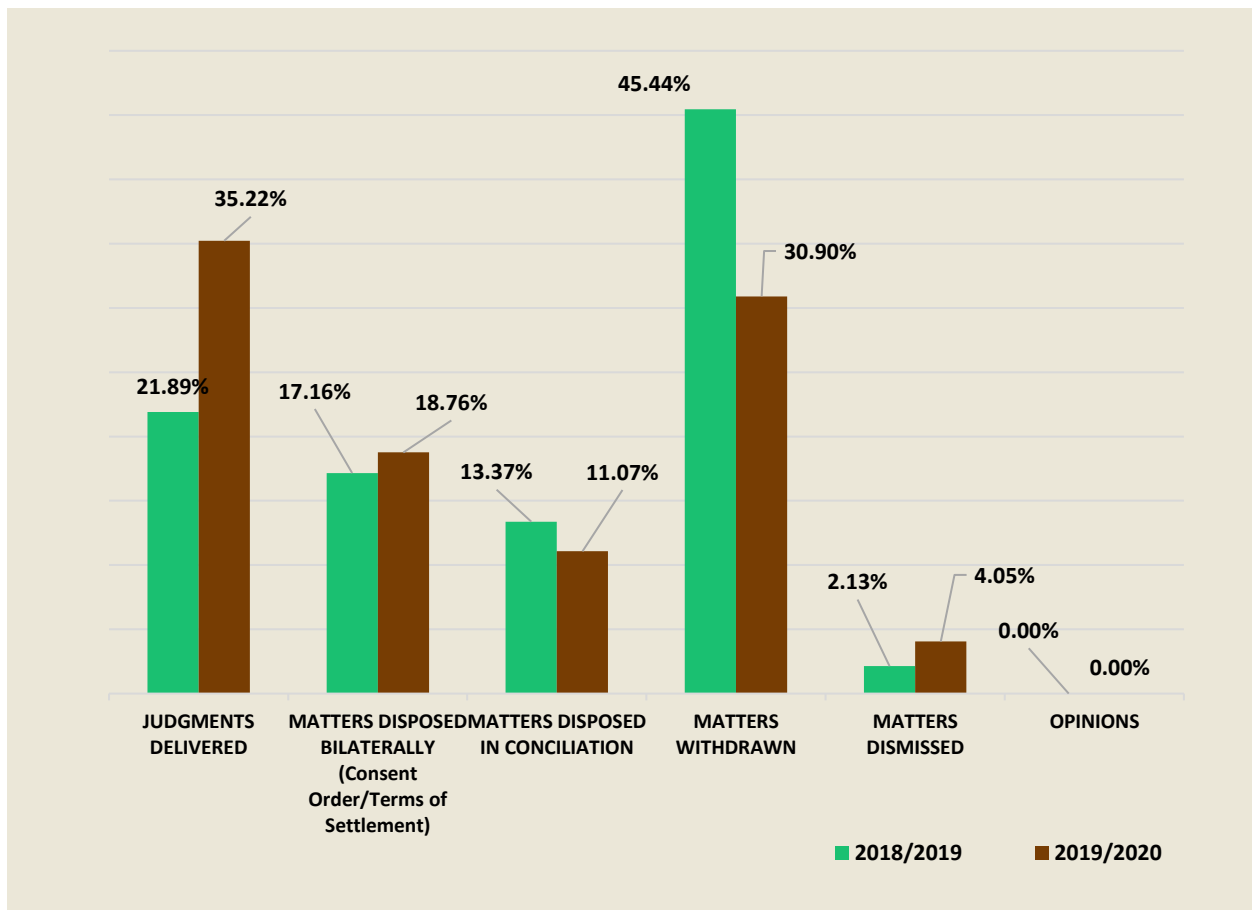


CHART 5.3: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
 for the period 2018/2019 and 2019/2020

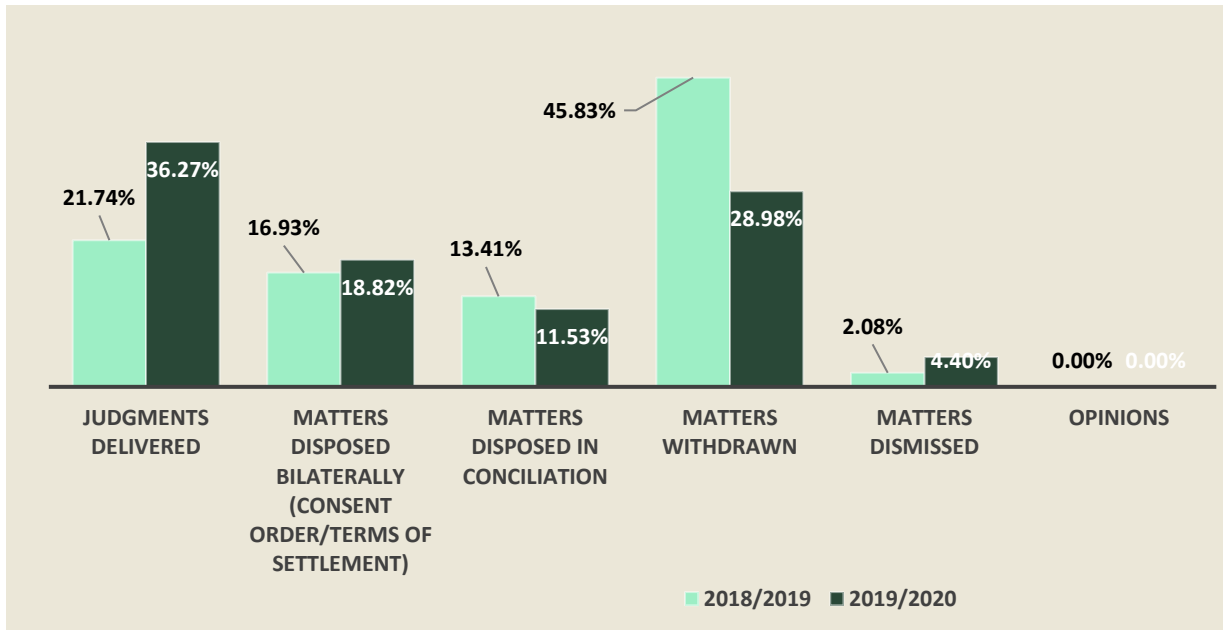


CHART 5.4: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
 for the period 2018/2019 and 2019/2020

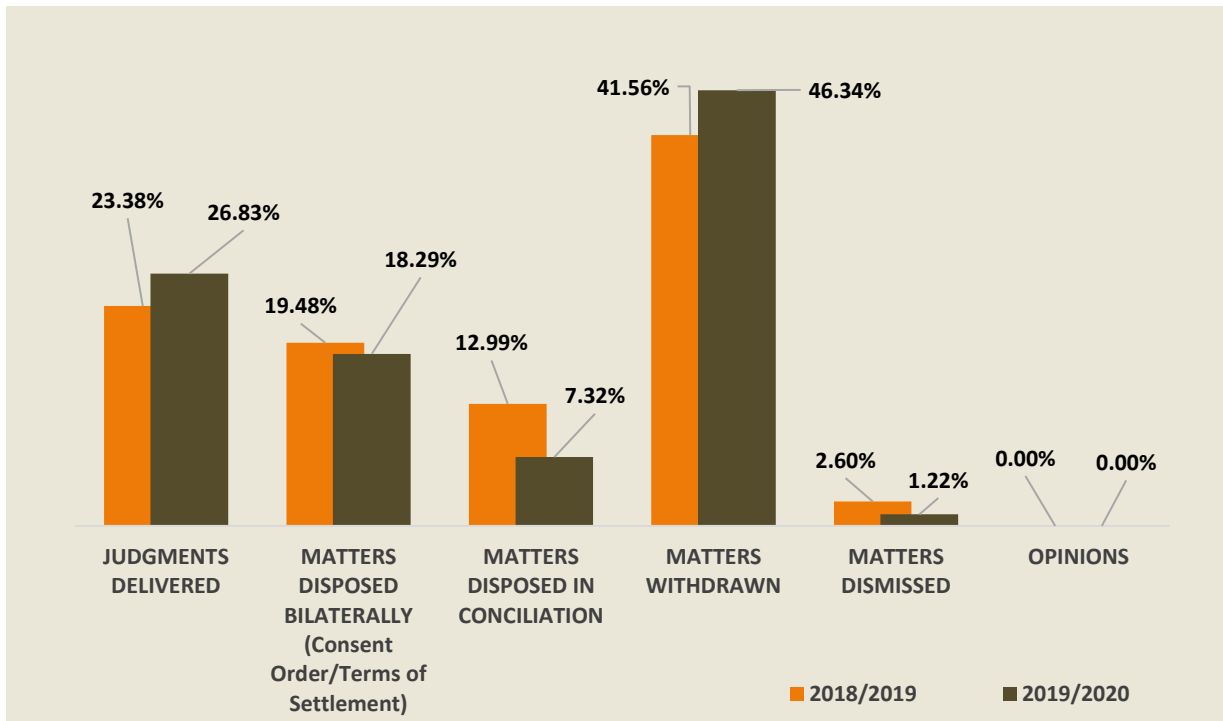


CHART 5.5: DISPOSAL RATE
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
for the period 2018/2019 and 2019/2020

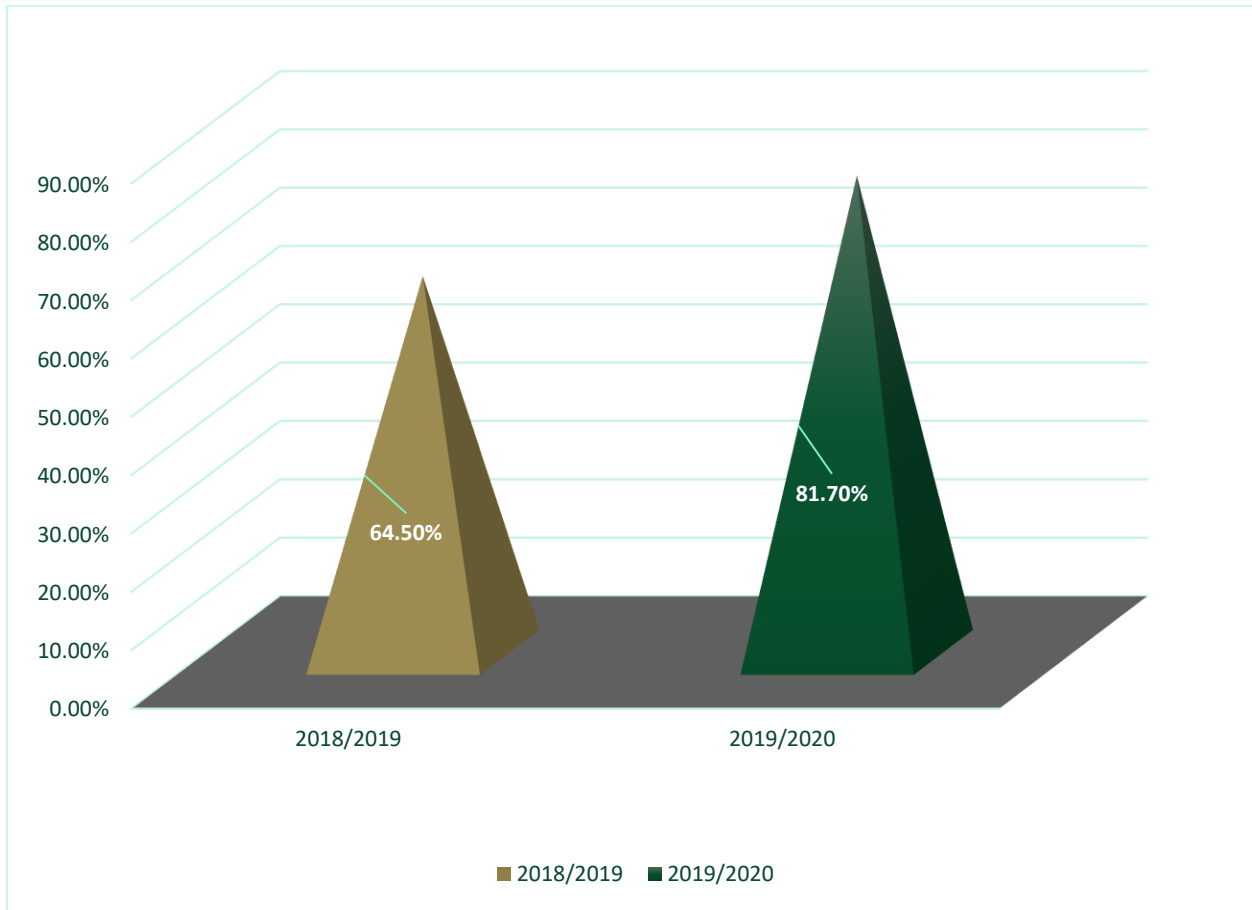
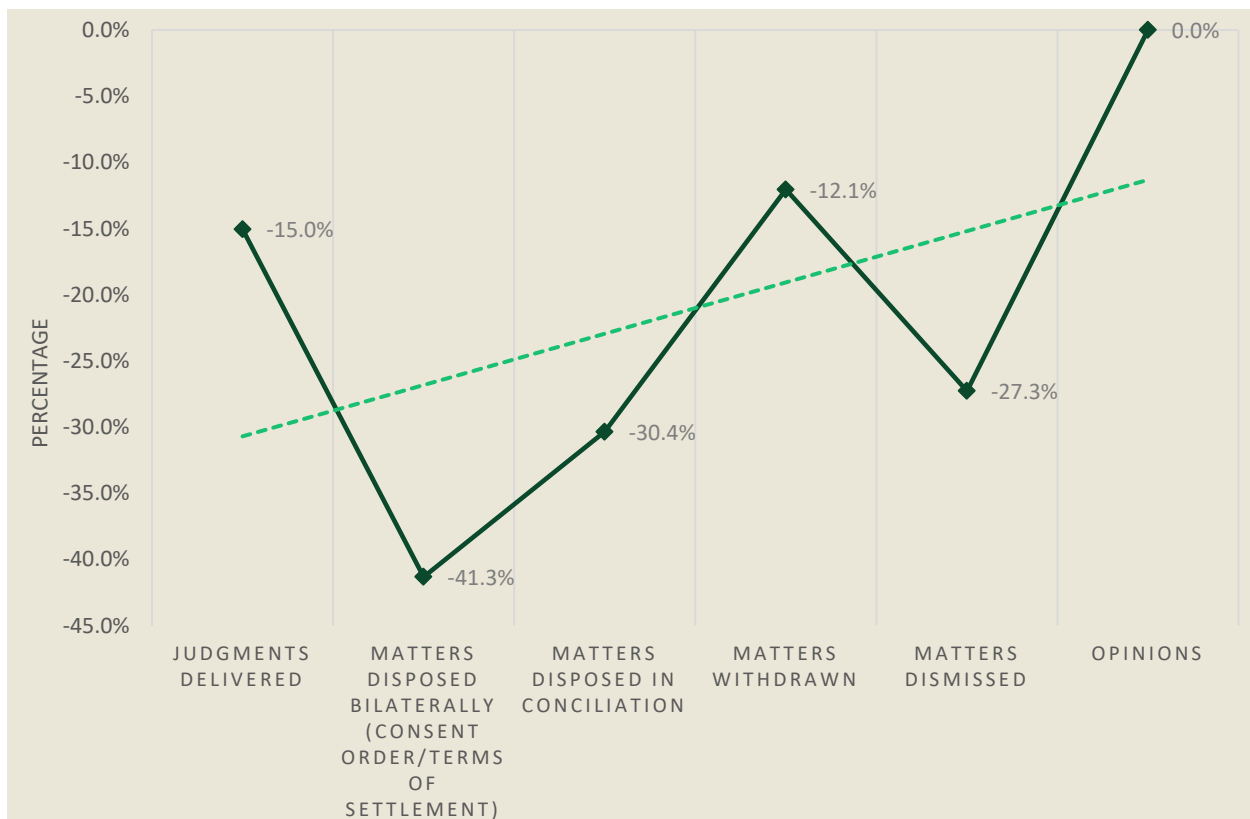


CHART 6.1: PERCENTAGE CHANGE FOR MATTERS FILED AND DISPOSED
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2015-2018 and 2018-2020

PERIOD	TOTAL FILED	DISPOSAL (% CHANGE)						TOTAL MATTERS DISPOSED
		JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED	OPINIONS	
2015/2016 - 2017/2018	2445	525	484	280	697	66	0	2052
2018/2019 - 2019/2020	2217	446	284	195	613	48	0	1586
% INCREASE/DECREASE	-9.3%	-15.0%	-41.3%	-30.4%	-12.1%	-27.3%	0.0%	-22.7%

TABLE 6.1: PERCENTAGE CHANGE FOR MATTERS FILED AND DISPOSED
 INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
 for the period 2015-2018 and 2018-2020





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