

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: 7/2025

SETTLEMENT OF DISPUTE

BETWEEN

SUNSET MARKETING CONSULTING LIMITED

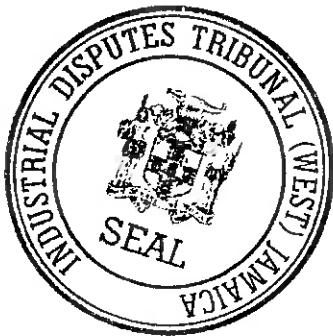
AND

NICOLEA FISHER

AWARD

I.D.T. DIVISION

MS. SADEERA SHAW	-	CHAIRMAN
MR. RODCLIFFE ROBERTSON, JP.	-	MEMBER
MR. KEITH FAGAN	-	MEMBER



DECEMBER 17, 2025

INDUSTRIAL DISPUTES TRIBUNAL
AWARD
IN RESPECT OF AN INDUSTRIAL DISPUTE
BETWEEN
SUNSET MARKETING CONSULTING LIMITED
(THE COMPANY)
AND
MS. NICOLEA FISHER
(THE AGGRIEVED WORKER)

REFERENCE:

By letter dated April 7, 2025 the Honourable Minister of Labour and Social Security pursuant to Section 11A (1) (a) (i) of the Labour Relations and Industrial Disputes Act (hereinafter called “the Act”), referred to the Industrial Disputes Tribunal for settlement, in accordance with the following Terms of Reference, the industrial dispute describe therein:-

The Terms of Reference were as follows:

“To determine and settle the dispute between Sunset Marketing Consulting Limited on the one hand, and Nicolea Fisher on the other hand, over the termination of her employment”.



DIVISION

The Division of the Tribunal which was selected in accordance with section 8(2)(c) of the Act and which dealt with the matter comprised:

Ms. Sadeera Shaw	-	Chairman
Mr. Rodcliffe Robertson, JP.	-	Member, Section 8(2)(c)(ii)
Mr. Keith Fagan	-	Member, Section 8(2)(c)(iii)

REPRESENTATIVES OF THE PARTIES:

The Company was represented by:

Ms. Ana Lorena Gul Flores	-	Managing Director
Mrs. Maxine Miller-Wallace	-	Accountant

The Aggrieved Worker was represented by:

Mr. Howard Duncan	-	Industrial Relations Consultant
-------------------	---	---------------------------------

SUBMISSIONS AND SITTINGS:

A Brief was submitted by the Aggrieved Worker's representative and a date was set for the 1st sitting to be held on November 18, 2025. However, before the scheduled date for the sitting, the Tribunal received an email from the Aggrieved Worker's representative, dated October 21, 2025, that the matter was settled at the local level. This was confirmed in a subsequent email from the Company's representative dated November 17, 2025.

REPORT TO THE TRIBUNAL

By joint letter dated November 19, 2025, the parties reiterated that the matter was settled and that the terms of the settlement reached is to be kept confidential.



AWARD

The parties arrived at a settlement as stated in the joint letter dated November 19, 2025 (copy of which is attached). The specific terms of the agreement are not included in the Award as the parties did not wish to disclose the details of the settlement.

DATED THIS 17 DAY OF DECEMBER 2025



Sadeera Shaw
Chairman

Rodcliffe Robertson, JP
Member

Keith Fagan
Member

Witness


Jody-Ann Lindo (Ms.)
Secretary to the Division

November 19, 2025

The Secretary
IDT West

Dear Ms. Davina Parkinson

Re: Settlement of the dispute between Sunset Marketing and Nicolea Fisher over the termination of her employment

Please be advised that the dispute at caption was settled by the parties at the local level.

The parties wishes for the contents of the said agreement to be held in strict confidence and as such, we are not able to forward a copy to you.

We also take this opportunity to thank the Tribunal for your usual assistance in resolving disputes referred.

Regards

On behalf of Nicolea Fisher

Howard Duncan
IR Consultant

On behalf of Sunset Marketing Consulting Limited

