

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 2/2022

SETTLEMENT OF DISPUTE

BETWEEN

JAMAICA MONEY MARKET BROKERS LIMITED

AND

MRS. AMOY MELHADO-PANDOHIE

AWARD

I.D.T. DIVISION

MR. DONALD ROBERTS, CD., JP.	-	CHAIRMAN
MRS. JACQUELINE IRONS, JP.	-	MEMBER
DR. DENESE MORRISON, JP.	-	MEMBER

APRIL 12, 2023

INDUSTRIAL DISPUTES TRIBUNAL AWARD
IN RESPECT OF
AN INDUSTRIAL DISPUTE
BETWEEN
JAMAICA MONEY MARKET BROKERS LIMITED
(THE COMPANY)
AND
MRS. AMOY MELHADO-PANDOHIE
(AGGRIEVED WORKER)

REFERENCE

The Hon. Minister of Labour and Social Security, by letter dated January 6, 2022, Ref. No. A5643/S3, has referred to the Industrial Disputes Tribunal ("the Tribunal") for settlement the dispute between **Jamaica Money Market Brokers Limited** and **Mrs. Amoy Melhado-Pandohie** in accordance with Section 11A (1)(a)(i) of the Labour Relations and Industrial Disputes Act, 1975 ("the Act"), with the following Terms of Reference:

"To determine and settle the dispute between Jamaica Money Market Brokers Limited on the one hand, and Mrs. Amoy Melhado-Pandohie on the other hand, over the termination of her employment".



DIVISION

The division of the Tribunal selected in accordance with Section 8(2)(c) of the Act to deal with the matter comprised:

Mr. Donald Roberts, CD, JP	-	Chairman
Mrs. Jacqueline Irons, JP	-	Member, Section 8(2)(c)(ii)
Dr. Denese Morrison, JP	-	Member, Section 8(2)(c)(iii)

REPRESENTATIVES OF THE PARTIES

The **Company** was represented by:

Ms. Angela Robertson	-	Attorney-at-law
Mr. Christopher Cowan	-	Attorney-at-law
Ms. Simone Dunbar	-	Human Resource & Administrative Manager

The **Aggrieved worker** was represented by:

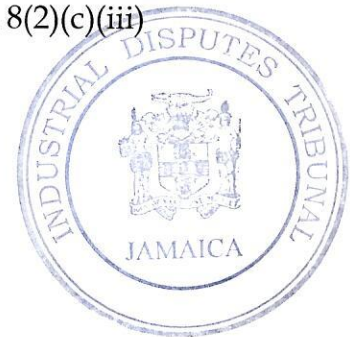
Mr. Howard Duncan	-	Industrial Relations Consultant
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In attendance:

Mrs. Amoy Melhado-Pandohie	-	Aggrieved worker
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SUBMISSIONS AND SITTINGS

1. At the first sitting on May 6, 2022, both parties acknowledged the exchange of briefs and were ad idem with the terms of reference. Mr. Duncan expressed the view that the parties were in dialogue about reaching a settlement and believed that with greater effort this could be achieved. Ms. Robertson concurred and said that she will seek further instructions from the company.



2. The parties nevertheless agreed to commence proceedings with counsel for the company making her opening submission to include a number of exhibits on which both parties had agreed. The company's first witness was Miss Simone Dunbar, Human Resource Administration Manger. At the 11th sitting held on November 2, 2022, counsel had completed her examination-in-chief and Miss Dunbar was being cross-examined by Mr. Duncan.

PARTIES' RESPONSE

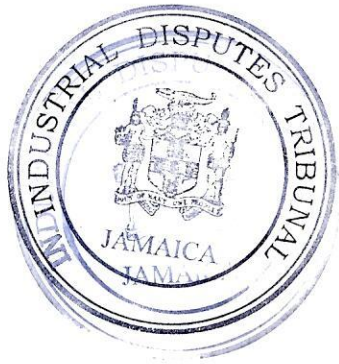
3. By letter dated March 3, 2023, counsel for the company wrote to the Tribunal advising that a settlement has been reached, and attached a joint letter dated February 6, 2023 duly signed by the respective representatives.
4. The letter of February 6, jointly signed by both parties, informed the Tribunal that "... *the dispute between Jamaica Money Market Brokers Limited and Mrs. Amoy Melhado-Pandohie over the termination of her contract of employment has been settled, the terms and conditions of which are confidential,*" and requested the Tribunal to schedule no more sittings on this matter.



AWARD

5. The duly executed letter of February 6, 2023, herein attached, reflects the full participation of both parties in a settlement agreement, the terms of which have not been disclosed to the Tribunal. Accordingly, the Tribunal will discontinue proceedings and record the settlement in the form of an award.

DATED THIS 12 DAY OF APRIL, 2023



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Mr. Donald Roberts, CD, JP
Chairman

.....
Mrs. Jacqueline Irons, JP
Member

.....
Dr. Denese Morrison, JP
Member

Witness:

.....
Mr. Mario Ling
Acting Secretary to the Division

Attachment

BROCARD

ATTORNEYS-AT-LAW

1. ANGELA ROBERTSON

CHRISTOPHER COWAN

32 LADY MUSGRAVE ROAD
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MOBILE: 876.316.9120
EMAIL: christopher.cowan@brocardlegal.com

February 6, 2023

Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

ATTENTION: MR. MARIO LING

Dear Sirs:

**RE: DISPUTE BETWEEN JAMAICA MONEY MARKET BROKERS LIMITED AND
MRS. AMOY MELHADO-PANDOHIE**

We refer to the captioned matter.

Please be informed that the dispute between Jamaica Money Market Brokers Limited and Mrs. Amoy Melhado-Pandohie over the termination of her contract of employment has been settled, the terms and conditions of which are confidential.

In light of the settlement, there would be no necessity for the Tribunal to schedule any further meetings in this matter.

The undersigned confirm their agreement with the contents herein.

Should you have any queries, please do not hesitate to discuss the same with the writer.

Yours faithfully,
BROCARD


**PER
M. ANGELA ROBERTSON**

c. Ms. Simone Dunbar

IR Consultant


**PER
HOWARD DUNCAN**

Howard Duncan
Industrial Relation Consultancy Services