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**INDUSTRIAL DISPUTES TRIBUNAL**  
Dispute No.: IDT 11/2020

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**SETTLEMENT OF DISPUTE**

**BETWEEN**

**TASTEE LIMITED**

**AND**

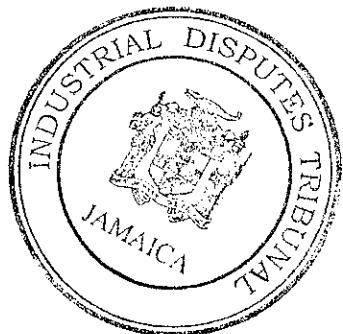
**MS. NICOLE ANDERSON**

***AWARD***

**I.D.T. DIVISION**

<b>MR. ERROL MILLER, JP</b>	<b>-</b>	<b>CHAIRMAN</b>
<b>MR. ERROL BECKFORD</b>	<b>-</b>	<b>MEMBER</b>
<b>MR. FREDRICK EVANS</b>	<b>-</b>	<b>MEMBER</b>

**MARCH 9, 2021**



23  
IDT 11/2020

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

TASTEE LIMITED  
(THE COMPANY)

AND

MS. NICOLE ANDERSON  
(THE AGGRIEVED)

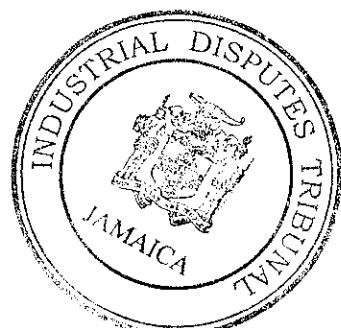
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REFERENCE:

By letter dated July 1, 2020, 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 described therein:-

The Terms of Reference were as follows:

*“To determine and settle the dispute between Tastee Limited on the one hand, and Ms. Nicole Anderson on the other hand, over the termination of her employment.”*



*[Signature]*

**DIVISION:**

The division of the Tribunal which was selected in accordance with Section 8(2) (c) of the Act comprised:

Mr. Errol Miller, JP	-	Chairman
Mr. Errol Beckford	-	Member, Section 8(2) (c) (ii)
Mr. Fredrick Evans	-	Member, Section 8(2) (c) (iii)

**REPRESENTATIVES OF PARTIES:**

The **Company** was represented by:

Mr. Paul Tai	-	Attorney-at-Law
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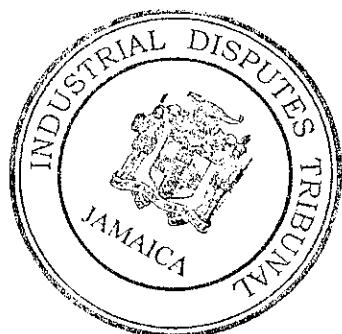
The **Aggrieved** was represented by:

Mr. Howard Duncan	-	Industrial Relations Consultant
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**SUBMISSIONS AND SITTINGS:**

The original division selected to hear the dispute comprised:

Mr. Rudyard Spencer, CD	-	Chairman
Mr. Errol Beckford	-	Member, Section 8(2) (c) (ii)
Mr. Fredrick Evans	-	Member, Section 8(2) (c) (iii)



Mr. Rudyard Spencer, CD became incapacitated and so Mr. Errol Miller was subsequently selected to chair the division.

A Brief was submitted by the Aggrieved and a date was scheduled for sitting to be held on September 8, 2020. However, before the scheduled date for the sitting, a telephone call was received from the Aggrieved's representative, Mr. Howard Duncan, advising the Tribunal that the dispute was settled at the local level. This was confirmed in a subsequent email from Mr. Duncan, dated September 10, 2020.

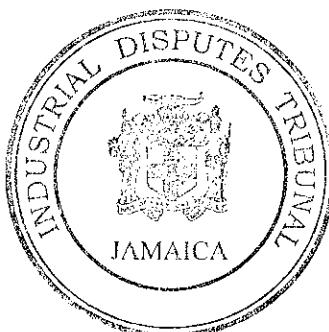
**REPORT TO THE TRIBUNAL:**

By a Release and Discharge dated August 3, 2020, signed by the Aggrieved, Ms. Nicole Anderson, and witnessed by her representative, Mr. Howard Duncan, the Tribunal was informed that the amount for the settlement reached is to be kept confidential.

**AWARD:**

It is the terms of the final settlement, as manifested in the confidential Release and Discharge dated August 3, 2020, that constitutes the Tribunal's Award.

DATED THIS 9<sup>th</sup> DAY OF MARCH 2021.



Mr. Errol Miller, JP  
Chairman

Mr. Errol Beckford  
Member

Mr. Fredrick Evans  
Member

**Witness:**

  
Nicola Smith Marriott (Ms)

Secretary to the Division