

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 10/2025

SETTLEMENT OF DISPUTE

BETWEEN

TEAMS HGS LIMITED (T/A HINDUJA GLOBAL SOLUTIONS)

AND

KENO REID

AND THE

AWARD

I.D.T. DIVISION

MR. BINDLEY SANGSTER, O.D.	-	CHAIRMAN
MRS. JACQUELINE IRONS, J.P.	-	MEMBER
MR. PAUL HINES	-	MEMBER

DECEMBER 18, 2025

IDT 10/2025

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**TEAMS HGS LIMITED (T/A HINDUJA GLOBAL SOLUTIONS)
(THE COMPANY)**

AND

**KENO REID
(THE DISMISSED WORKER)**



REFERENCE:

By letter dated April 8, 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 described therein:-

The Terms of Reference was as follows:

"To determine and settle the dispute between Teams HGS Limited (t/a Hinduja Global Solutions) on the one hand, and the Keno Reid on the other hand, over the termination of his 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:

Mr. Bindley Sangster, O.D.	-	Chairman
Mr. Jacqueline Irons, J.P	-	Member, Section 8(2) (c) (ii)
Mr. Paul Hines	-	Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF THE PARTIES:

The **Company** was represented by:

Mr. Emile Leiba	-	Attorney-at-Law
Ms. Kimberley Hanniford	-	Attorney-at-Law
Mrs. Jossett Mellish	-	Director of Human Resources

The **Dismissed Worker** was represented by:

Mr. Robert Moore	-	Attorney-at-Law
------------------	---	-----------------

In attendance was:

Mr. Keno Reid	-	Dismissed Worker
---------------	---	------------------



SUBMISSIONS AND SITTINGS:

1. Briefs were submitted by both parties and five (5) sittings were held between July 10, 2025 and October 14, 2025. During this period, the Chairman actively encouraged the parties to try and resolve the matter at the local level.
2. At the 5th sitting held on October 14, 2025, the Tribunal was formally informed by the parties that they had reached a settlement and would be submitting a joint letter confirming the terms.

REPORT TO THE TRIBUNAL:

3. On December 1, 2025, the Tribunal received a joint letter from the parties dated November 28, 2025, confirming that the dispute has been settled.

AWARD:

4. The parties having settled the dispute at the local level without the assistance of the Tribunal have by way of joint letter dated November 28, 2025 (a copy of which is attached) informed the Tribunal of the settlement. It is that settlement which constitutes the Award.

DATED THIS 18th DAY OF DECEMBER 2025



.....
Bindley Sangster, O.D.
Chairman

.....
Jacqueline Irons, J.P.
Member

.....
Paul Hines
Member

Witness:

.....
Royette Creary (Miss)
Secretary to the Division



ATTORNEYS-AT-LAW, NOTARIES PUBLIC, PATENT & TRADE MARK AGENTS

PARTNERS

MARGARET A. MOODIE-JERVIS, LL.B.
PAULINE A. FINDLAY, LL.B.
HELEN E. EVELYN, LL.B.
JOANNE E. WOOD RATTRAY, LL.B.
JULIANNE E. MAIS COX, B.A., LL.B.
COURTNEY A. BAILEY, LL.B.
EMILE G. R. LEIBA, LL.B.
TOPAZ L. M. JOHNSON, B.Sc., LL.B. (LON), M.Sc., LL.M.
TRUDY-ANN C. DIXON FRITH, LL.B.
ROXANNE A. MILLER, LL.B. (LMU)
JONATHAN D. K. MORGAN, LL.B.
PAULETTE R. E. NEIL, LL.B.
CHRISTINA M. BROWN, LL.B.
KELLY A. AKIN, B.Sc., LL.B., LL.M.

ASSOCIATES

CHANTAL S. BENNETT, B.Sc., LL.B., LL.M.
JANA R. GRIFFITHS, LL.B., LL.M.
KYMBERLY K. HANNIFORD, LL.B.
SAMANTHA A. GRANT, LL.B.
ALLYSON J. MITCHELL, LL.B.
DAHLIA K. A. THOMAS, LL.B.

CONSULTANTS

C. D. R. BOVELL, C.D., M.A., LL.M. (CANTAB)
LINCOLN A. C. EATMON
JOHN G. LEIBA
W. JOHN VASSELL, K.C., LL.B.
JEROME I. LEE, B.Sc. (GOVT.), LL.B.
JANICE A. CAUSWELL
O. A. CAROL AINA, B.A. (SUSSEX), M.A.
HYACINTH F. LIGHTBOURNE, BBA., J.D. (MIAMI)

KINGSTON

P.O. BOX 363
48 DUKE STREET
KINGSTON
JAMAICA, W.I.
TEL: (876) 922-1500 | (876) 618-9862
VoIP (U.S.A.): (678) 702-9818
FAX: (876) 922-9002 | (876) 924-9106

E-MAIL: info@dunncox.com

WEBSITE: www.dunncox.com

OUR REF:

KKH/lf

YOUR REF:

WRITER'S EXTENSION NUMBER: 2050

MONTEGO BAY

P.O. BOX 296
UNIT 17, FAIRVIEW TOWNE CENTRE
MONTEGO BAY, ST. JAMES
JAMAICA, W.I.
TEL: (876) 953-6574 | (876) 979-8746
U.S.A.: (305) 744-3501
FAX: (876) 979-8745

November 28, 2025

Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10

BY HAND & BY EMAIL

Attention: Ms. Royette Creary

Dear Sirs;

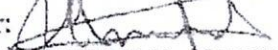
Re: Dispute between Team HGS Limited (t/a Hinduja Global Solutions) and Keno Reid
- IDT 10/2025.


We write jointly on behalf of the parties in the captioned matter.

The parties wish to advise the Tribunal that they have resolved the dispute in its entirety and have reached a full and final settlement. In the circumstances, the parties respectfully request that the matter be marked as settled and that no further hearing dates be scheduled.

Yours faithfully,

DunnCox

Per: 
KYMBERLY K. HANNIFORD
Attorneys-at-Law for Team HGS Limited

AND
Per: 
ROBERT MOORE
Attorney-at-Law for the Aggrieved Worker, Mr. Keno Reid

