

# INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 8/2025

---

SETTLEMENT OF DISPUTE

BETWEEN

ULTRA MEDICAL SERVICES LIMITED

AND

DENISE COLE

AND THE

*AWARD*

I.D.T. DIVISION

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

DECEMBER 4, 2025

IDT 8/2025

**INDUSTRIAL DISPUTES TRIBUNAL**  
**AWARD**  
**IN RESPECT OF**  
**AN INDUSTRIAL DISPUTE**  
**BETWEEN**  
**ULTRA MEDICAL SERVICES LIMITED**  
**(THE COMPANY)**  
**AND**  
**MS. DENISE COLE**  
**(THE DISMISSED WORKER)**



---

**REFERENCE:**

By letter dated April 7, 2025, the Honourable Minister of Labour and Social Security in accordance with 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 Ultra Medical Services Limited on the one hand, and Denise Cole 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:

Mr. Bindley Sangster, O.D.	-	Chairman
Mrs. 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. Phillip Bernard	-	Attorney-at-Law
Mr. Stephen Jones	-	Managing Director



The **Dismissed Worker** was represented by:

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

**In attendance was:**

Ms. Denise Cole	-	Dismissed Worker
-----------------	---	------------------

## **SUBMISSIONS AND SITTINGS:**

1. Briefs were submitted by both parties and one (1) sitting held on June 26, 2025.
2. At the 1<sup>st</sup> sitting of the Tribunal, the parties were encouraged to have discussions to see whether they could arrive at a settlement. The Chairman suggested that a Tribunal Member, not currently involved in the matter, could facilitate conciliation between the parties. This proposal was accepted by both parties. Contingency hearing dates of September 22, 23, and 29, 2025, were scheduled to resume the hearing of the dispute should conciliation efforts prove unsuccessful.
3. In accordance with the provisions of Section 12 (5) (b) of the Labour Relations and Industrial Disputes Act (LRIDA):

*"Notwithstanding anything to the contrary, where any industrial dispute has been referred to the Tribunal-*

*(b) it may at any time after such reference encourage the parties to endeavour to settle the dispute by negotiation or conciliation and, if they agree to do so, may assist them in their attempt to do so;"*


4. The Tribunal conciliated the dispute which resulted in an agreement being reached by both parties. The agreement forms the basis for this Award.

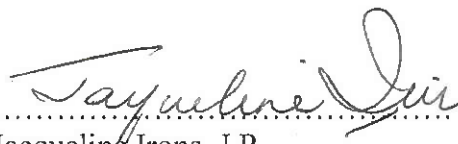
**AWARD:**

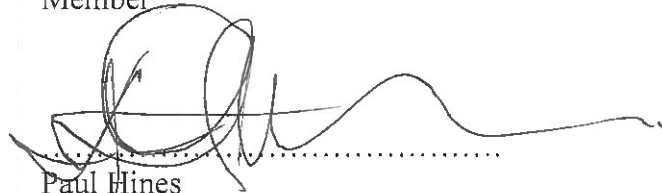
5. The attached, duly executed letters of November 12, 2025 and November 18, 2025, reflect the full and final settlement reached by the parties, the terms of which are private and confidential. It is this settlement/agreement that constitutes the Award.

**DATED THIS <sup>4<sup>th</sup></sup> 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

November 12, 2025

The Secretary Industrial Dispute Tribunal  
4 Ellesmere Road  
Kingston 4

**Re: Dispute between Muriel Bolton and Denise Cole v Ultra Medical Services Limited**

Attention: Ms. Royette Creary

We refer to the caption subject matter.

Please be advised that the mentioned dispute was settled at the local level

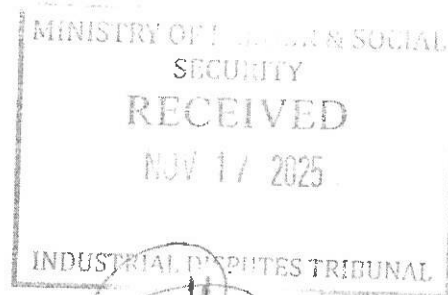
Based on the details contained in the settlement, we cannot disclose same to any third party except with the written consent of the company.

Such consent is not received.

We are therefore officially advising the Tribunal that this matter should be removed from your list of disputes

Regards

  
Howard representative





BERNARD & CO.  
ATTORNEYS-AT-LAW

ATTORNEYS-AT-LAW

Philip W. Bernard, B.Sc., LLB (Hons.), CLE  
Cheryl A. Richards, B.A. (Hons.), LLB (Hons.), CLE  
Afyrea A. Cox, LLB (Hons.) CLE – Consultant

VIA ELECTRONIC MESSAGE AND BEARER

Your Ref: IDT 6 & 8/2025

November 18, 2025

The Industrial Disputes Tribunal  
4 Ellesmore Road  
Kingston 10

Attention: Ms. Royette Creary

Dear Sirs,

**Re: Settlement of Industrial Dispute between Ultra Medical Services Limited  
and Denise Cole and Muriel Bolton**

---

This serves as a formal record of the settlement of the industrial dispute between Ultra Medical Services Limited and Muriel Bolton and Denise Cole with regard to the termination of their employment.

A settlement agreement was executed between the parties on September 5, 2025.

We extend our gratitude to the Industrial Disputes Tribunal for their assistance in resolving this matter.

Kindly acknowledge receipt of this letter by signing the copy enclosed for that purpose.

Yours faithfully  
BERNARD & CO.

PER:.....  
PHILIP BERNARD (MR.)

