

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: 52/2024

SETTLEMENT OF DISPUTE

BETWEEN

ST. JAMES PHARMACY LIMITED

AND

KERRY-ANN BURGESS-WALKER

AWARD

I.D.T. DIVISION

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

AUGUST 15, 2025



INDUSTRIAL DISPUTES TRIBUNAL
AWARD
IN RESPECT OF AN INDUSTRIAL DISPUTE
BETWEEN
ST. JAMES PHARMACY LIMITED
AND
KERRY-ANN BURGESS-WALKER
(THE AGGRIEVED WORKER)

REFERENCE:

By letter dated October 7, 2024, 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 St. James Pharmacy Limited on the one hand, and Kerry-Ann Burgess-Walker 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. Rodeliffe 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:

Mr. Lenroy Stewart	-	Attorney-at-Law
Mr. Owen Wallace	-	Director



The **Aggrieved Worker** was represented by:

Mr. Alexander Nicholson	-	Industrial Relations Consultant
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In attendance:

Mrs. Kerry-Ann Burgess-Walker	-	Aggrieved Worker
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SUBMISSIONS AND SITTINGS

Briefs were only submitted by the Aggrieved Worker's Representative. At the first sitting dated March 18, 2025, the Company's representative indicated that he was of the view that the matter could be settled and requested time to have discussions. The Aggrieved Worker's Representative agreed and the Tribunal granted the request for the parties to engage in local level discussions.

At the 2nd sitting, which was held on April 1, 2025, the parties indicated to the Tribunal that they were at an advance stage and needed additional time to settle. The Tribunal granted the request with the understanding that if the parties failed to reach a settlement, the matter would proceed at the next sitting scheduled for August 11, 2025.

REPORT TO THE TRIBUNAL

The Tribunal received a signed joint letter from the parties dated August 8, 2025, indicating that they had reached a settlement agreement. The letter also indicated that the terms of the said agreement are confidential.

AWARD

The parties having arrived at a settlement agreement as stated in joint letter dated August 8, 2025, copy of which is attached, it is that agreement that constitutes the Award. The parties have agreed that the terms of the said settlement remain confidential.

DATED THIS 15 DAY OF AUGUST 2025



Sadeera Shaw
Chairman

Rodcliffe Robertson, JP
Member

Keith Fagan
Member

Witness

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

2025 August 8

Ms. Jody-Ann Lindo
Assistant Secretary
Industrial Disputes Tribunal (IDT)
IDT Western Division
Blue Diamond Complex, Ironshore,
Montego Bay, St. James

Dear Sirs:

Re: Joint settlement letter; St. James Pharmacy Limited vs Kerry-Ann Burgess-Walker

We write in relation to the captioned dispute.

This serves to advise you that we have arrived at a confidential settlement and are therefore, withdrawing the dispute from the Tribunal.


We wish to take this opportunity to thank the Tribunal for its effort in assisting us to a settlement.

Yours faithfully,

WILKINSON LAW

Mr. Alexander Nicholson

Per:


LENROY STEWART

LS/aw

cc: Mr. Owen Wallace


Per.....

cc: Ms. K. Burgess-Walker