

**INDUSTRIAL DISPUTES TRIBUNAL**

**DISPUTE NO.: IDT 13/2025**

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**SETTLEMENT OF DISPUTE**

**BETWEEN**

**UNIVERSITY HOSPITAL OF THE WEST INDIES**

**AND**

**UNIVERSITY AND ALLIED WORKERS UNION**

***AWARD***

**I.D.T. DIVISION**

<b>MR. ERROL MILLER, JP</b>	<b>-</b>	<b>CHAIRMAN</b>
<b>MR. LESLIE HALL, JP</b>	<b>-</b>	<b>MEMBER</b>
<b>MRS. CHELSIE SHELLIE VERNON</b>	<b>-</b>	<b>MEMBER</b>

**JUNE 19, 2025**

**IDT 13/2025**

**INDUSTRIAL DISPUTES TRIBUNAL**

**AWARD**

**IN RESPECT OF**

**AN INDUSTRIAL DISPUTE**

**BETWEEN**

**UNIVERSITY HOSPITAL OF THE WEST INDIES (UHWI)  
(THE HOSPITAL)**

**AND**

**UNIVERSITY AND ALLIED WORKERS UNION (UAWU)  
(THE UNION)**

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**REFERENCE:**

By letter dated April 8, 2025, the Honourable Minister of Labour and Social Security pursuant to Section 11 (1) of the Labour Relations and Industrial Disputes Act of 1975 (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 the University Hospital of the West Indies (UHWI) on the one hand , and the University and Allied Workers Union (UAWU) on the other hand, over the suspension of Ms. Alecia McGrath’s 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. Errol Miller, JP	-	Chairman
Mr. Leslie Hall, JP	-	Member, Section 8(2) (c) (ii)
Mrs. Chelsie Shellie-Vernon	-	Member, Section 8(2) (c) (iii)

**REPRESENTATIVES OF PARTIES:**

The **Hospital** was represented by:

Mr. Fitzgerald Mitchel	-	Chief Executive Officer
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The **Union** was represented by:

Mr. Osmond Campbell	-	Negotiating Officer
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**SUBMISSIONS AND SITTINGS:**

No briefs were submitted to the Tribunal by either party and May 19, 2025 was set to commence hearing.

**REPORT TO THE TRIBUNAL:**

No sitting was held, as on May 16, 2025, the Tribunal received letter of same date from the University and Allied Workers Union, informing the Tribunal that there had been a settlement of the dispute between the Hospital and the Union. By letter dated June 16, 2025, the Tribunal was informed by the University Hospital of the West Indies that indeed there has been a settlement of the dispute between the parties.



**AWARD:**

The parties arrived at a settlement as stated in their letters dated May 16, 2025 and June 16, 2025 (copies attached). The specific terms of the agreement are not included in the Award as the parties did not disclose the settlement to the Tribunal. Accordingly, the Tribunal will discontinue proceedings and record the Award as settled, in terms agreed by the parties.

DATED THIS 19<sup>th</sup> DAY OF JUNE, 2025.



.....  
Mr. Errol Miller, JP  
Chairman

.....  
Mr. Leslie Hall, JP  
Member

.....  
Mrs. Chelsie Shellie-Vernon  
Member

Witness:

.....  
Nicola Smith Marriott (Mrs.)  
Secretary to the Division



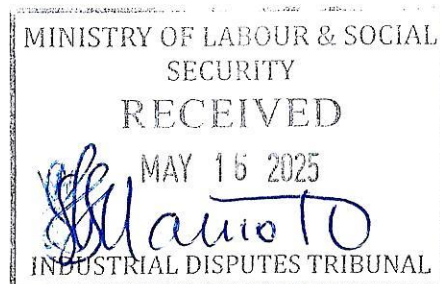


# University & Allied Workers Union

50 LADY MUSGRAVE RD., KGN. 10, JAMAICA, W.I., TEL: 927-7968, 978-8260 - 1, 927-6658; FAX: 927-9931

May 16, 2025

IDT# 13/2025  
Secretary/Director,  
Industrial Disputes Tribunal (IDT),  
4 Ellesmere Road,  
Kingston 10.



Dear Madam:

**Re: Dispute between The University Hospital of the West Indies (UHWI) and University & Allied Workers' Union (UAWU), over the termination of Ms. Alecia McGrath's employment.**

With reference to the captioned dispute.

This serves to inform your that subsequent to the matter being referred to the Tribunal by the Honourable Minister, there have been a settlement of the dispute between the hospital and our Union.

The management of the hospital will also, communicate with you regarding the settlement of the said Dispute.

We take this opportunity to express our appreciation to the Tribunal in assisting us to resolve this matter.

We are,  
Yours sincerely,

**UNIVERSITY & ALLIED WORKERS UNION (UAWU)**

  
Osmond Campbell  
Negotiating Officer



# UNIVERSITY HOSPITAL OF THE WEST INDIES

Mona, St. Andrew, Jamaica W.I.  
Tel: 927-1620-9 F fax: 927-2101

www.uhwi.gov.jm  
info@uhwi.gov.jm



WITHOUT PREJUDICE

June 16, 2025

Via Email

Nicola Smith Marriot (Mrs.)  
Industrial Disputes Tribunal,  
4 Ellesmere Road,  
Kingston 10.


Dear Madame,

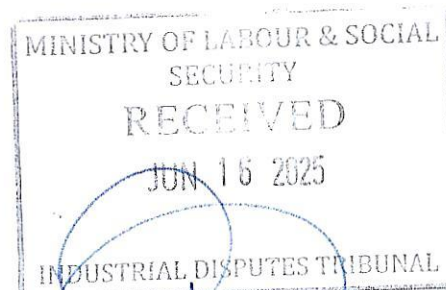
**Re: Dispute between University Hospital of the West Indies (UHWI) and University and Allied Workers Union (UAWU) over the termination of Ms. Alecia McGrath's Employment.**

This letter serves to confirm that there has indeed been a settlement of this dispute between the parties mentioned at subject caption. The UHWI therefore has no interest in proceeding with this matter.

Please be guided accordingly.

Faithfully yours,

  
**KIMANI O. BRYDSON**  
ATTORNEY-AT-LAW  
ATT. NO. 57446  
Kimani Brydson,  
Attorney-at-Law,  
Senior Legal Officer, UHWI.



cc. Mr. Fitzgerald Mitchel, Chief Executive Officer, UHWI

Mr. Duane Nelson, Senior Director HRMD, UHWI