

IDT 57/2024

October 2, 2025

Permanent Secretary
Ministry of Labour & Social Security
1F North Street
Kingston

Attention: Mrs. Dione Jennings

Re: Dispute between Caribbean Maritime University and Ghanshyam Prajapati over the termination of his contract employment

Enclosed, please see Award handed down by the Industrial Disputes Tribunal in connection with the captioned dispute.

Yours faithfully,



Nicola Smith Marriott (Mrs.)
for Secretary/Director

Encl.

Similar letter sent to:

Hon. Minister of Labour	
Ms. Gillian Corrods	– Director, Industrial Relations & Allied Services
Mr. Michael Kennedy	– Chief Director, Industrial Relations
Mrs. Symone Mayhew, KC	– Attorney-at-Law
Mr. Matthew Royal	– Attorney-at-Law

INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 57/2024

SETTLEMENT OF DISPUTE

BETWEEN

CARIBBEAN MARITIME UNIVERSITY

AND

GHANSHYAM PRAJAPATI

AND THE

AWARD

I.D.T DIVISION

MR. ERROL MILLER, JP	-	CHAIRMAN
MR. LESLIE HALL, JP	-	MEMBER
MRS. CHELSIE SHELLIE-VERNON	-	MEMBER

OCTOBER 2 , 2025

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

AN INDUSTRIAL DISPUTE

BETWEEN

**CARRIBBEAN MARITIME UNIVERSITY
(THE INSTITUTION)**

AND

**GHANSHYAM PRAJAPATI
(THE AGGRIEVED)**

REFERENCE:

By letter dated October 15, 2024, the Honourable Minister of Labour and Social Security pursuant to Section 11A (1)(a)(i) 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 Caribbean Maritime University on the one hand, and Ghanshyam Prajapati on the other hand, over the termination of his contract of 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 **Company** was represented by:

Mrs. Symone M. Mayhew	-	Attorney-at-Law
Miss Ashley Mair	-	Attorney-at-Law

In attendance:

Ms. Georgia Wilson.	-	Manager, Industrial Relations
Mr. Benjamin Waysome	-	Director of Human Resources/ Deputy Registrar

The **Aggrieved worker** was represented by:

Mr. Matthew Royal	-	Attorney-at-Law
Miss. Adalia Nembhard	-	Associate

In attendance:

Mr. Ghanshyam Prajapati	-	Aggrieved Worker
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SUBMISSIONS AND SITTINGS:

Briefs were submitted by the parties and two (2) Sittings held December 2, 2024 and March 25, 2025.

REPORT TO THE TRIBUNAL:

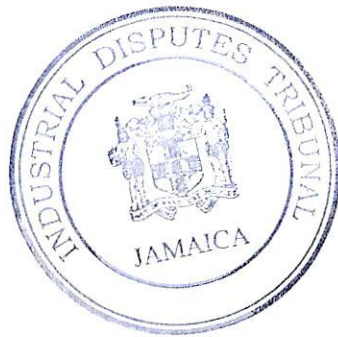
At the 1st Sitting the parties indicated that they were amenable to engage in local level discussions. By letter dated June 16, 2025, the Aggrieved representative informed the Tribunal that the parties arrived at an agreement in principle and requested that the dates set for hearing to continue, be vacated and as a consequence, the Tribunal cancelled the scheduled sittings. By

joint letter dated September 8, 2025, signed by the parties, the Tribunal was informed that the parties have arrived at a local level agreement which has fully disposed of the matter and that the Tribunal may treat the matter as closed.

AWARD:

The parties arrived at a settlement as stated in their joint letter dated September 8, 2025 (copy 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 dispute as settled, in terms agreed by the parties.

DATED THIS 2nd DAY OF OCTOBER 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

September 8, 2025

Industrial Disputes Tribunal
4 Ellesmere Road
Kingston 10
Saint Andrew

Attention: Mrs. Nicola Smith Marriott

Dear Sirs,

Re: Dispute between Caribbean Maritime University and Ghanshyam Prajapati Over the
Termination of His Contract of Employment – IDT 57/2024.

We (Myers, Fletcher & Gordon and MayhewLaw) write further to your letter dated July 30, 2025 and advise that the parties have arrived at a local level agreement which has fully disposed of the captioned matter.

The Tribunal may treat this matter as closed.

Yours faithfully,

MYERS, FLETCHER & GORDON

PER:

MATTHEW A. ROYAL

MAYHEWLAW

PER:

ASHLEY MAIR (MS)

