

# Clyde Weatherhead **Attorney at Law/Industrial**

**Relations Consultant/Author/ Politician/Publisher**

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## **Objective**

Building a better Trinidad and Tobago

## **Experience**

**2012 – General Secretary, Congress of the People**

**2010 – Adviser to the Minister of Legal Affairs**

**2000 – Attorney at Law/IR Consultant**

- Private practice – Magistrate’s Court, Industrial Court and Supreme Court representing individual, corporate, trade union and co-operative clients in contentious and non-contentious work in criminal, civil practice including matters in tort and contract, company registration, employment litigation, property and estate law.
- Lecturer in *Labour Relations* and *Negotiations* at Roytech Institute 2005-6.
- Lecturer (part-time) – *Business Law, Industrial Relations* and *The Law and You* at College of Science, Technology and Applied Arts of Trinidad and Tobago 2000 - .
- Lecturer (part-time) various law courses in Human Resource Management, Occupational Safety and Health and Security Management programmes at the Cipriani College of Labour and Co-operative Studies 2001- .
- Admitted to the Bar of the Supreme Court October, 2000

**1998 - 2008 Part-time Consulting – Study at Law School**

### **Consultant in Industrial Relations**

- International Labour Organisation (Caribbean Office) – Research paper on Study on the Legal and Policy Initiatives to Strengthen the National Response to HIV/AIDS in the World of Work: Trinidad and Tobago – December 2007.
- Various clients – Handling Industrial Relations Matters – Ongoing
- International Transport Workers’ Federation (ITF) – *Survey on Ships and Seafarers visiting Trinidad and Tobago* in support of the Sexual Health Information Project for Seafarers of the ITF – June 1999
- Grenada Public Workers Union – Feature address to Anniversary assembly of members – theme *Consolidating for the New Millennium* – Grenada - November 1998
- Continuing Education Programme in Agricultural Technology (CEPAT ) Regional Training Programme – Training Session on *Negotiating Techniques* as part of a Seminar on “Negotiation and Communication Skills for the Professional in Agriculture” – November 1998
- International Labour Organisation (Caribbean Office) – Presentation on *Approaches and Techniques of Public Service Managers in the Conduct of*

*Labour Relations* as part of a Seminar on “Industrial Relations in the Public/Civil Service in the Caribbean – Antigua – October 1998

- International Labour Organisation (Caribbean Office) – Development of Project proposal for the ILO on *Strengthening Social Partnerships for Human Resource Development in the Caribbean Community* – May 1998

**1979–1998                      Agricultural Development Bank**

**Loans Officer II**

Note: On leave of absence to serve on PSA Executive – 1990-97

- Performed loans processing, project development and evaluation as well as project rehabilitation and collections related activities
- Managed the Chaguanas Branch for one year
- Developed computer-based Cashflow projection and analysis software

**1993–1997                      Public Services Association**

**President**

- Chief Negotiator – collective bargaining and grievance resolution in the Civil Service, Statutory organisations and 17 bargaining units under the Industrial Relations Act
- Developed union policies on public service reform and draft regulations re. Code of Conduct.
- Advocate before both Divisions of the Industrial Court and the Special Tribunal, disciplinary tribunals in the civil service and statutory organisations
- Led organizational restructuring of the PSA at basic unit level and introduced a regional structure developing an expanded cadre of branch officers
- Introduced new Membership Benefits including scholarship programmes at all levels of education
- Established a Women’s Arm and Youth Arm of the Association
- Served as chief delegate to National, Regional and International Trade Union and other Organisations including the ILO, Public Services International, Caribbean Public Services Association and the National Trade Union Centre
- Served as a Director at NIPDEC and Commissioner of the Water and Sewerage Authority
- Editor of the Union’s newsletter and main publications

**1990–1993                      Public Services Association**

**Secretary/Treasurer**

- Managed the Industrial Relations/Grievance Handling portfolio
- Managed training programmes for union officers and members at all levels
- Managed the Association’s finances
- Upgraded the Association’s library facilities and upgraded information technology systems

**1979–1990                      Public Services Association**  
**Section Secretary/Chairman/Conference and General Council**  
**Representative**

- Led grievance handling of the ADB Section of the Association and formulated proposals for collective bargaining
- Served on the Publicity, Rules Review, Strategy, Education and 50<sup>th</sup> Anniversary Committees of the PSA.
- Participated in the Joint Negotiating Team in the Public Service in 1981

**1976–1977 - Teacher - UWI Extra-Mural O'Level Programme/St.**  
**Charles Girls High School**

- Teaching O'level Chemistry and A'level Biology

**Education**

**1998–2000                      Hugh Wooding Law School                      St. Augustine**

- Certificate of Legal Education – practice qualification – May 2000
- President, Student Representative Council – 1999-2000

**1996–1998                      University of London                      External Programme**

- Bachelor of Laws LL.B. (Hons) (with options in Company Law and Labour Law)

**1975–1978                      University of the West Indies                      St. Augustine**

- Bachelor of Science B.Sc. Agriculture (with options in Financial Planning and Agricultural Extension)

**1966–1974                      St Mary's College                      Port of Spain**

- O' and A' levels (University of Cambridge) with emphasis on the physical sciences – Physics Chemistry and Biology at A' Level

**Other Training**

**1990–2011                      Short Programmes/Seminars/Conferences**

Programme in Cabinet Note Writing and Editing - Government Training Centre

Conference on Procurement Law and Practice - CPPC 2010  
Short Courses on Desktop Publishing; Computer Communications; Database Applications – Commonwealth Trade Union Centre (CTUC) Regional Computerisation Programme for Trade Unions – various times

Joint Meeting on Impact of Structural Adjustment in the Public Service - served on drafting committee of the conclusions of the meeting – ILO Geneva – 1995

International Conference on the Water Industry – Public Services International – Geneva – 1996

Workshop on Regulation of Utilities and Monopolies – GORTT, facilitator – Institute for Public-Private Partnerships, USA – Port of Spain – 1997

Workshop on Public Service Reform and Human Resources Management – Canada-CARICOM Scholarship Programme, Ottawa, Canada – 1997

Seminar on Human Resource Development in the Public Service – ILO/CARICAD, Bridgetown, Barbados – 1997

Seminar on A Guide to Grievance Handling and Discipline – Employers' Consultative Association of Trinidad and Tobago, Port of Spain - 2000

#### **1979–1990**

#### **Short Programmes/Seminars**

Financial Management Credit Administration; Computer Literacy; Economic Evaluation of Agricultural and Agro-Industrial Projects – ADB in-house Seminars

Agribusiness: Investment Development and Project Analysis – United Nations – PROCADES

Project Management – Training Module - Central Training Unit, GORTT

Towards Improved Management Capability – facilitator - PMS Training

Essentials of Management – facilitator – Clyde James MPL

Industrial Relations and Grievance Handling – One-week in-house – PSA

#### **Publications**

Various letters, articles, speeches, presentations on the Public Service, Industrial Relations, Structural Adjustment, Health and Social Services, the Water Industry, on Politics, Coalition Building and Coalition Politics, Labour Policy, Governance, Constitution Reform, Philosophy and other topics; Letters to the Editor on National Issues – 1990 –

Booklet on *“The Consultative Machinery in the Public Service”* – 1992

Co-author of booklet on *“Pensions – Answering your Questions about Pension Matters”* - 1993

Book – *Speaking Out – A Collection of Letters and Other Writings 1991-1993*, November 1993 ISBN 976-8104-69-4

Co-author – History of the Faculty of Agriculture, UWI – 1977

Co-author – Booklet – *The Real Story of Tobago* – on the history of agriculture in Tobago – 1976

**Interests**

Sports Sports – cricket, football, table tennis, distance running, personal exercise;

Computer technology and software – desktop publishing, music and video editing, CD and DVD production and reproduction, ;

Music - pianist, cultural research, music collector;

Art - Photographer, Author, Publisher;

Culture - interest in theatre, spoken word, performing arts

Community Work and Politics.