

## **Melony James**

Melony James joined the Barbados Employers' Confederation as Research/Occupational Safety & Health Coordinator and now serves as a Labour Management/Safety and Health Advisor. After completing her Bachelors of Science in Labour and Employment Relations at the University of the West Indies, Ms. James furthered pursued her studies attaining her British certification in Occupational Safety and Health. Melony is also a registered member of the Institution of Occupational Safety and Health based in England and the International Commission of Occupational Health based in Italy. Ms. James also is pursuing her Master's Degree and Professional Mastery in Occupational Safety and Health. Melony is also a certified trainer with the following bodies:

- Technical Vocational Education and Training (TVET) Council,
- Institution of Occupational Safety and Health (IOSH), and
- International Training Centre of the International Labour Organisation (ITC-ILO)

Ms. James has a passion for labour relations and occupational safety and health. It is her belief that where there is a marriage of the two concepts any workplace can thrive successfully.

Melony's role at the Confederation spans the areas of Human Resource Management exemplified through her niche area of job evaluation and appraisals, writing and compiling company handbooks; Industrial Relations exemplified through conducting disciplinary hearings and negotiating collective agreements. Melony's member portfolio consists of over fifty (50) companies and one association. She has written two award winning training proposals gaining the Confederation funding to conduct training for its members valued at eight hundred thousand dollars.

Ms. James is the youngest member of the National Advisory Council on Occupational Safety and Health (NACOSH), a committee organized and overseen by the Minister of Labour. Melony sits on the Inter-Ministerial Committee for Chemical Management established by the Ministry of Environment and Drainage. She is also the alternate committee member of

the National Committee for the Rights of Persons with Disabilities and the Standards Approval Committee at the TVET Council.

Prior to joining the Confederation, Melony was a Business/ Safety and Health Technical Officer. In that role, Melony conducted an array of tasks including training on topics such as “Effective Risk Management in the Workplace” and “How to Measure Safety Performance”. Ms. James also assisted with policy development and event planning. With an eye on safety, she also conducted research on the ‘Benefits of Implementing Safety Champions’ and ‘Safe Systems of Work for the Diving Industry’.

It is Melony’s aim to coordinate a health and safety campaign for the Confederation which not only includes training, but on the job assessments and policy and procedure development for its members. Ms. James subscribes to the philosophy – ‘safety is not a destination it’s a journey’ and is focused on assisting others to come to this realization.