

In the Matter of the Industrial Relations Act, Chapter 321

And

In the Matter of the Industrial Relations (Tribunal Procedure) Rules 2010

BETWEEN:

DEANGELO EBANKS

APPLICANT

v

HR BUSINESS SOLUTIONS & MARKETING C/O NASSAU AQUATIC ADVENTURES

RESPONDENT

APPEARANCES: Ms. Theresa Mortimer on behalf of the Applicant

No appearance on behalf of the Respondent

BEFORE: Her Honour, President Indira N. Demeritte-Francis

ORDER

- (1) By Certificate of Referral dated 21st June, 2019 the Minister referred the subject dispute to the Industrial Tribunal; and
- (2) In accordance with Rule 3 (1) of the Industrial Relations (Tribunal Procedure) Rules, 2010 a Notice for an Originating Application – Form A was sent on 12th August, 2019 by the Secretary, to the Tribunal, to the Applicant; and
- (3) Upon receipt by the Applicant of the Notice for an Originating Application the Applicant filed an Originating Application in the Tribunal on 23rd August, 2019; and
- (4) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on the 19th September, 2019; and

- (5) That a Notice of Appearance - Form D was filed on 1st October, 2019 and a Defence – Form E was filed on 24th October, 2019 in the Tribunal by the Respondent; and
- (6) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture for the Case Management Hearing for Directions on the 12th December, 2019; and
- (7) On the day of the Case Management the Representative for the Applicant appeared and Ms. Christen Charlton, Human Resource Manager for the Respondent company appeared, however as she is not a proper party to the action, she could not represent the Respondent before the Tribunal; and
- (8) That Ms. Mortimer and Ms. Charlton asked for the matter to be adjourned to allow Ms. Charlton to contact the Respondent and to allow the parties to have a discussion; and
- (9) The parties informed the Tribunal that the matter has been settled; and
- (10) The Respondent agreed to pay the Applicant Two Thousand Dollars (\$2,000.00) as final payment; and
- (11) On the 16th December, 2019 the Applicant filed into the Industrial Tribunal a Notice of Withdrawal – Form K.

THE DECISION OF THE TRIBUNAL IS AS AGREED AND THEREFORE IT IS SO ORDERED:

- (12) The Originating Application filed in the Industrial Tribunal on 23rd August, 2019 is decided accordingly pursuant to Rule 12(1)(b) of the Industrial Relations (Tribunal Procedures) Rule 2010 and is hereby marked Settled.

AND THIS IS THE ORDER OF THIS TRIBUNAL

DATED THIS, 16th December, 2019

Indira N. Demeritte – Francis

President

Industrial Tribunal