

COMMONWEALTH OF THE BAHAMAS

No. IT/ NES/ 144 of 2018

INDUSTRIAL TRIBUNAL

Nassau

In The Matter of The Industrial Relations Act

B E T W E E N

BRIDGETTE HANNA

Applicant

AND

J S JOHNSON & COMPANY LIMITED

Respondent

BEFORE: Her Honour Vice President Simone I. Fitzcharles

APPEARANCES: Mr Obie Ferguson Jr for the Applicant

Ms Justine Smith along with Ms Ashley Sands for the Respondent

FINAL ORDER

WHEREAS:

- 1) The Decision in this matter was delivered on 8 January 2021 in which the Tribunal ruled *inter alia*:

“19. Having considered the evidence and the law, the Tribunal finds no unfair dismissal. The Tribunal finds in favour of the Respondent that it complied with its obligations to the Applicant upon its dismissal of the Applicant from its employ on a without-cause basis with pay in accordance with section 29 of the Employment Act, save for the employer’s contribution to the life and health premiums as stated.

“20. In the circumstances, unless the issue is sooner settled amongst the parties, the Tribunal hereby orders that the parties attend a hearing to be heard in relation to the quantum of the outstanding item of life and medical insurance contributions from the

employer for a period of 26 weeks based on the evidence adduced, so that the appropriate order may be made as to compensation in relation to that item. The Originating Application is otherwise dismissed.”

- 2) The parties have clarified and confirmed with the Tribunal that the weekly contribution made by the Respondent to the Applicant’s life and health insurance during the subsistence of her contract of employment was \$284.28, (which was paid monthly in the sum of \$1137.12).

IT IS HEREBY ORDERED that pursuant to the Decision rendered on 8 January 2021, the Respondent shall pay to the Applicant the total award of \$7,391.28. This award is calculated based upon the contribution of the Respondent to the life and health insurance coverage of the Applicant of \$284.28 per week while the contract of employment subsisted, multiplied by the notice period of 26 weeks as referred to in paragraph 17 and 20 of the Decision.

<u>ITEM</u>	<u>TOTAL</u>
Life and Health Insurance Contribution	
\$284.28 per week x 26 weeks	\$7,391.28

AND THIS IS THE ORDER OF THIS TRIBUNAL

Dated this 14th day of January 2021.

Simone Fitzcharles
Vice President