

COMMONWEALTH OF THE BAHAMAS

No. IT/NR/NES/044

IN THE INDUSTRIAL TRIBUNAL

Year: 2020

NORTHERN REGION

In the matter of
THE INDUSTRIAL RELATIONS (TRIBUNAL PROCEDURE) RULES, 2010

BETWEEN:-

SHANIQUE SMITH-ROLLE

Applicant

AND

21ST CENTURY

Respondent

BEFORE: Her Honour, Helen J. Almorales-Jones, Vice-President

APPEARANCES: Applicant pro se & Anthony Smith (President), for the Respondent

ORDER

WHEREAS by a **Certificate of Referral** dated the 24th November, 2020 (received on the 29th December, 2020), the Honourable Minister of Labour referred this matter to the Industrial Tribunal;

AND WHEREAS the Applicant filed a **Form A**, Originating Application, on the 4th January, 2021;

AND WHEREAS the Respondent filed a **Form D**, Notice of Appearance, on the 7th January, 2021;

AND WHEREAS the Respondent filed a **Form E**, Defence, on the 12th January, 2021;


AND WHEREAS the Tribunal conducted a Case Management hearing on Monday, 8th February, 2021, and adjourned the matter to Monday, 8th March, 2021, for trial;

AND WHEREAS on the 5th March, 2021, both parties agreed, in writing, on the terms of the Decision to be made by the Tribunal;

IT IS HEREBY ORDERED THAT pursuant to **Rule 12(1)(b)** of **The Industrial Relations (Tribunal Procedure) Rules, 2010**, the Respondent pay the sum of \$ 2,000.00 to the Applicant (payable by \$ 1,000.00 on Friday, 5th March, 2021, and \$ 1,000.00 by Wednesday, 31st March, 2021), in full settlement of any and all claims arising from and out of the Applicant's employment with the Respondent.

AND THIS IS THE ORDER OF THIS TRIBUNAL.

DATED: This 5th day of March, A.D., 2021.



Helen J. Almorales-Jones

Her Honor, Helen J. Almorales-Jones,
Vice-President

