

**INDUSTRIAL TRIBUNAL**

**COURT #5 SAFFREY SQUARE, EAST & BAY STREETS, NEW PROVIDENCE  
COMMONWEALTH OF THE BAHAMAS**

Before

**RIONDA Y. GODET Vice President**

**(Sitting Alone)**

---

**RYAN McCARTNEY**

**Applicant**

**AND**

**BAHAMAS TELECOMMUNICATIONS COMPANY**

**Respondent**

---

**ORDER OF SETTLEMENT**

---

**APPEARANCES**

For The Applicant

Mr. Errol McKinney  
Em & Associates

For The Respondent

Mr. Raynard Rigby  
Ms. Asha Lewis  
Baycourt Chambers

**WHEREAS:**

- 1) On the 12<sup>th</sup> July 2023, the parties appeared for Hearing, and having since entered into dialogue pursuant to Section 60 of the Industrial Relations Act, the parties were able to reach amicable conclusion by means of mediation;
- 2) Accordingly, and without any admission of liability imputed to the Respondent, the parties have agreed that the Respondent shall pay to the Applicant the sum of Nine Thousand Dollars (\$9,000.00), on or before the 24<sup>th</sup> July 2023, in full and final settlement of this matter;
- 3) The Applicant, in anticipation of receipt of the said sum of Nine Thousand Dollars (\$9,000.00), accepts and agrees that the Respondent is herewith now and forever **RELEASED** from any and all claims arising from his employment and separation therefrom whatsoever and howsoever arising, and herewith confirms, to remove all doubt, that there remains no matter outstanding between the parties, as touching the Applicant's employ with the Respondent.
- 4) The parties further agree to retain full confidentiality with, and non-disclosure of, the terms of this Settlement and shall altogether resist and forbear from disparaging comments whatsoever, made with respect to each other;
- 5) To this end, the Applicant has submitted the **FORM K**, and accordingly, this matter stands dismissed, by way of this **ORDER OF SETTLEMENT**.

**AND THIS IS THE ORDER OF THE TRIBUNAL**

Dated this 17<sup>th</sup> day of July, A.D., 2023

---

**Rionda Y. Godet**  
**Vice President**  
**Industrial Tribunal**