

INDUSTRIAL TRIBUNAL

**COURT #1 SAFFREY SQUARE, EAST & BAY STREET, NEW PROVIDENCE,
COMMONWEALTH OF THE BAHAMAS**

Before

**MRS. INDIRA N. DEMERITTE-FRANCIS (PRESIDENT)
(SITTING ALONE)**

ELIZABETH BROWN

APPLICANT

ICS OF THE BAHAMAS CO. LTD.

RESPONDENT

ORDER OF SETTLEMENT

APPEARANCES

For the Applicant

Mr. Errol McKinney
Representative
EM & Associates
Suit 5 Colonial Hill Plaza
72 University Drive

For the Respondent

Mr. John Fowler
Compliance Officer
I.C.S. Security
Nassau, The Bahamas

WHEREAS:

- (1) By Certificate of Referral dated February 14, 2022 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 March 18, 2022 to the Applicant by the Secretary to the Tribunal; and
- (3) Upon receipt by the Applicant of the Notice for an Originating Application the Applicant filed an Originating Application in the Tribunal on April 5, 2022; and
- (4) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on April 6, 2022; and
- (5) That a Notice of Appearance - Form D was filed April 13, 2023 and no Defence – Form E was filed in the Tribunal by the Respondent.
- (6) The Industrial Tribunal listed the matter on April 25, 2023 for the Case Management Hearing for Directions; and
- (7) On the date for the Case Management Hearing Mr. McKinney appeared for the Applicant and Mr. Fowler appeared for the Respondent; and
- (8) The Hearing was adjourned to May 4 2023 to allow the parties to have settlement discussions; and
- (9) The parties returned on May 4, 2023 and a settlement was agreed between the Applicant and the Respondent; and

- (10) The Respondent agrees to pay the Applicant Thirteen Thousand Six Hundred and Eighty-Three Dollars (\$13,683.00) in full and final settlement; and
- (11) The payments will be made in the following instalments: First payment Three Thousand Five Hundred Dollars(\$3,500.00) on May 30, 2023; Seven Hundred Dollars (\$700.00) on the 30th of every month from June, 2023 until the total amount is liquidated; and
- (12) The Applicant will file a Notice of Withdrawal into the Tribunal; and

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

- (13) The Originating Application filed in the Industrial Tribunal on April 5, 2022 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, May 4, 2023

Indira N. Demeritte – Francis
President
Industrial Tribunal