

INDUSTRIAL TRIBUNAL

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

Before

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

FRITZ STUART

APPLICANT

I.C.S. SECURITY CONCEPTS

RESPONDENT

ORDER OF SETTLEMENT

APPEARANCES

For the Applicant

Mr. Ednel Rolle
Legal Representative
Obie Ferguson & Co.
Nassau, The Bahamas

For the Respondent

John Fowler
Judith Smith
(Counsel on Record)
I.C.S
Nassau, The Bahamas

WHEREAS:

- (1) By Certificate of Referral dated May 10, 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 May 30, 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 June 20, 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 the June 21, 2022; and
- (5) That a Notice of Appearance - Form D was filed on July 1, 2022 and a Defence – Form E was filed November 10, 2022 in the Tribunal by the Respondent.
- (6) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on the February 1, 2023 for the Case Management Hearing for Directions; and
- (7) On the date for the Case Management Hearing Ednel Roll appeared for the Applicant and John Fowler appeared for the Respondent; and
- (8) During the Hearing both parties informed the Tribunal that the matter was settlement; and
- (9) The Respondent agrees to pay the Applicant Fifteen Thousand Five Hundred and Eighty-One Dollars and Fifty Cents (\$15,581.50) in full and final settlement to be

paid in instalments in the following Payment Schedule February – Five Thousand Dollars (\$5,000.00); March – Three Thousand Five Hundred Dollars (\$3,500.00); April – Three Thousand Five Hundred Dollars (\$3,500.00) and May – Three Thousand Five Hundred Eighty-One Dollars and Fifty Cents (\$3,581.50); and

- (10) The Applicant filed in the Tribunal a Notice of Withdrawal - Form K on February 1, 2023; and

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

- (11) The Originating Application filed in the Industrial Tribunal on June 20, 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, February 1, 2023

Indira N. Demeritte – Francis
President
Industrial Tribunal