

INDUSTRIAL TRIBUNAL

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

Before

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

ANTHONY ROLLE

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. Darren Bain
Attorney-at-Law
Lignum Advisors
Suit E-1, Union Court
Shirley St. & Elizabeth Ave.

WHEREAS:

- (1) By Certificate of Referral dated May 5, 2019 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 July 9, 2019 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 September 5, 2019; 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 September 26, 2019; and
- (5) That a Notice of Appearance - Form D and a Defence – Form E was filed in the Tribunal on October 2, 2019 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 November 19, 2019 for the Case Management Hearing for Directions; and
- (7) That the matter was set to be re-listed for Case Management to allow the parties an opportunity to have further discussions; and
- (8) The matter was re-listed for Case Management on February 9, 2022; and
- (9) On the date for the Case Management Hearing Mr. McKinney appeared for the Applicant and Mr. Bain appeared for the Respondent and the matter was adjourned to February 15, 2022; and
- (10) The parties returned on February 15, 2022 and informed the Tribunal that the matter was settled; and
- (11) The Respondent agrees to pay the Applicant One Thousand Five Hundred Dollars (\$1,500.00) in full and final settlement; and

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

- (12) The Originating Application filed in the Industrial Tribunal on September 5, 2019 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 15, 2022

Indira N. Demeritte – Francis
President
Industrial Tribunal