

**COMMONWEALTH OF THE BAHAMAS**  
**INDUSTRIAL TRIBUNAL**

**No. IT/NES/NP2024-041**

In The Matter of The Industrial Relations Act

And

In the Matter of the Industrial Relations (Tribunal Procedure) Rules 2010)

**TANJANECKA BELL**

**APPLICANT**

**Vs**

**EXCELLENCE FOR HIGHER LEARNING**

**RESPONDENT**

**BEFORE:** Her Honour, Vice President  
Mrs. Rionda Y. Godet

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**ORDER OF SETTLEMENT**

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**APPEARANCES**

Tanjanecka Bell

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Excellence for Higher Learning

SHARI GREEN - Owner

**WHEREAS:**

1. By Certificate of Referral dated 25<sup>th</sup> March 2024, the Minister referred the subject Trade Dispute to the Industrial Tribunal;
2. The Applicant filed in the Industrial Tribunal an Originating Application (Form A) dated the 26<sup>th</sup> of April 2024;
3. Whereupon, the parties having appeared for Case Management today hereof, entered into dialogue pursuant to Section 60 of the Industrial Relations Act, and were able to reach amicable conclusion by means of mediation;
4. Accordingly, and without any admission of liability, the parties have agreed that the Respondent, **EXCELLENCE FOR HIGHER LEARNING**, shall pay to the Applicant, **TANJANECKA BELL**, the sum of One Thousand, Nine Hundred and Seventy Six Dollars (\$1,976.00), in full and final settlement of this matter to be paid in two installments, the first, in the sum of One Thousand and Sixty Dollars (\$1060.00) on or before Thursday November 28<sup>th</sup> 2024, and the second, in the sum of Nine Hundred and Sixteen Dollars (\$916) to be paid on or before Monday December 30<sup>th</sup> 2024;
5. The Applicant, in accepting the terms of settlement in the sum of One Thousand Nine Hundred And Seventy-Six Dollars (\$1,976.00.00), has submitted the **FORM K**, and as a result thereof, accepts and agrees that the Respondent is herewith now and forever **RELEASED** from any and all claims arising from h employment and separation therefrom whatsoever and howsoever arising, and herewith confirms, to remove all doubt, that there remains no further matter outstanding between the parties, as touching the instant action;
6. The parties further agree to retain full confidentiality with the terms of this Settlement and shall altogether resist and forbear from disparaging comments made with respect to each other;
7. Accordingly, this matter now stands dismissed, by way of this **ORDER OF SETTLEMENT**.
8. This matter is set for further mention on 20<sup>th</sup> January 2025 at 10 am.

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

Dated this 31<sup>st</sup> day of October, A.D., 2024

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