

COMMONWEALTH OF THE BAHAMAS
INDUSTRIAL TRIBUNAL

No. IT/NES/NP2024-126

In The Matter of The Industrial Relations Act

And

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

CHRISTIAN DEAN CULMER

APPLICANT

Vs

ROYAL STAR ASSURANCE LIMITED

RESPONDENT

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

ORDER OF SETTLEMENT

APPEARANCES

CHRISTIAN DEAN CULMER

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ROYAL STAR ASSURANCE LTD

Mrs. BETHEL-MORRISON
CFO for the Respondent

WHEREAS:

1. By Certificate of Referral dated 21st August 2024, the Minister referred the subject dispute to the Industrial Tribunal; and
2. The Applicant having filed his Originating Application on 9th October 2024 and the Respondent having filed its Defence on 19th November 2024;
3. Pursuant to rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set this matter down for Case Management Hearing on Wednesday 11th December 2024;
4. Whereupon, the parties having appeared, entered into *without prejudice* dialogue pursuant to Section 60 of the Industrial Relations Act, and were able to reach amicable conclusion by means of mediation;
5. Accordingly, and without any admission of liability, the parties have agreed that the Respondent, **ROYAL STAR ASSURANCE LIMITED** shall pay to the Applicant, **CHRISTIAN DEAN CULMER** the sum of One Thousand, One Hundred and Twenty Five Dollars and Seventy three cents (\$1,125.73), in full and final settlement of this matter by way of direct deposit to be paid immediately to the Applicant's account;
6. The Applicant, in accepting the terms of settlement in the sum of One Thousand, One Hundred and Twenty Five Dollars and Seventy three cents (\$1,125.73), 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 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 instant action;
7. 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;
8. Accordingly, this matter now stands dismissed, by way of this **ORDER OF SETTLEMENT**.

AND THIS IS THE ORDER OF THE TRIBUNAL

Dated this 11th day of December 2024

Rionda Y. Godet
Vice President
Industrial Tribunal