

COMMONWEALTH OF THE BAHAMAS No. IT/NES/NR/019/2025
INDUSTRIAL TRIBUNAL

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

DERYCKA N. MUSGROVE -

APPLICANT

vs

EXCEL INSTITUTE OF ARTS SCHOOL

RESPONDENT

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

ORDER OF SETTLEMENT

APPEARANCES

DERYCKA N. MUSGROVE

PRO SE

EXCELL INSTITUTE OF ARTS SCHOOL

CHARO & IVAN CHARLES – PRO SE

WHEREAS:

1. By Certificate of Referral dated 20th February 2025, the Minister referred the subject Trade Dispute to the Industrial Tribunal; and
2. The Applicant filed in the Industrial Tribunal an Originating Application (Form A) on the 26th March 2025 and the Respondent filed its Defence on 30th May 2025 and
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 today, Friday 20th June 2025; whereupon, the parties having appeared, 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, **EXCEL INSTITUTE OF ARTS SCHOOL**, shall pay to the Applicant, **DERYCKA N. MUSGROVE**, the sum of Three Thousand Two Hundred Dollars (\$3,200.00), in full and final settlement of this matter to be paid by way of bank transfer to the Applicant's Scotia Bank Account #7011331, Branch #80515 in four monthly installments of \$800.00 on the 30th of each month beginning July 30th 2025 until October 30th 2025;
5. The Applicant, in accepting the terms of settlement in the sum of Three Thousand Two Hundred Dollars (\$3,200.00) 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 her 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**.

AND THIS IS THE ORDER OF THE TRIBUNAL

Dated this 20th day of June, A.D., 2025

Rionda Y. Godet
Vice President
Industrial Tribunal