

INDUSTRIAL TRIBUNAL

**COURT #6 SAFFREY SQUARE, EAST & BAY STREETS, NEW PROVIDENCE
COMMONWEALTH OF THE BAHAMAS**

Before

**Mrs. Subusola Swain (Vice-President)
(Sitting Alone)**

HECTOR TRAVIS SMITH

Applicant

AND

**THE COVE ATLANTIS,
PARADISE ISLAND**

Respondent

ORDER OF SETTLEMENT

APPEARANCES

For The Applicant

Mr. Deon Thompson
Attorney
Nassau, The Bahamas

For The Respondent

Mr. Gabriel Brown
Attorney
Island Hotel Company Ltd.
Atlantis
Paradise Island, Bahamas

WHEREAS:

1. By Certificate of Referral dated June 14, 2024, the Minister referred a trade 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 16, 2024 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 on July 29, 2024 in the Tribunal; and
4. A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on August 7, 2024; and
5. That a Notice of Appearance – Form D was filed on August 26, 2024 and no Defence – Form E was filed on April 22, 2025 in the Industrial Tribunal by the Respondent; and
6. Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on the April 13, 2026 for Hearing for Directions; and
7. On April 14, 2026 Mr. Thompson appeared for the Applicant and Mr. Brown appeared for the Respondent for the second day of Hearing; and
8. The parties agreed on settlement terms; and
9. That the Respondent agrees to pay the Applicant Thirty-Seven Thousand Five Hundred Dollars (\$37,500.00) in full and final settlement; and

10. The Respondent furnished the Tribunal with a Deed of Release; and

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

11. That the Originating Application filed in the Industrial Tribunal on July 29, 2024, is deemed to be dismissed pursuant to Rule 12(1)(b) of the Industrial Relations (Tribunal Procedure) Rules 2010 and is hereby marked at Settled.

AND THIS IS THE DECISION OF THIS TRIBUNAL

DATED THIS, April 14, 2026

**Subusola Swain
Vice-President
Industrial Tribunal**