

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

**No. IT/NES/87 of 2017**

In The Matter of The Industrial Relations Act

And

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

**B E T W E E N**

**THERESA LARAMORE**

Applicant

and

**EXECUTIVE FLIGHT SUPPORT LTD. (t/a Jet Aviation)**

Respondent

**APPEARANCES:** Mr. Stephen Turnquest for Applicant  
Mrs. Lakeisha Hanna for Respondent

**BEFORE:** Her Honour Acting Vice President Simone I. Fitzcharles

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**ORDER ON DIRECTIONS**

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**WHEREAS:**

- 1) The trial of this matter was set to commence on 3<sup>rd</sup> June 2019;
- 2) The Respondent sought an adjournment to which the Applicant took no objection, save to note the brevity of advance warning of the necessity for the adjournment given by the Respondent to the Applicant;
- 3) The Tribunal and the parties noted that there are several matters connected with the state of the documents to be used in the trial which require the attention of the parties as follows:

- (a) The Applicant's Witness Statement and Statement of Claim, although submitted to the Tribunal, have not been filed in the Registry;
  - (b) The handwritten accounts of the witnesses for the Respondent which were filed with the Tribunal in the Respondent's Bundle of Documents are not in the form required of witness statements; and
  - (c) No skeleton arguments have been filed by either party;
- 4) Items (a), (b) and (c) above are not in full compliance with directions given by His Honour Vice President Keith Thompson and embodied in an Order made on 9<sup>th</sup> March 2018 by which, inter alia,
- (a) the Applicant was ordered to **"file and serve skeleton arguments and all documentation intended to be relied upon inclusive of witness statement for the Applicant on the Respondent and the Court on or before March 12<sup>th</sup>, 2018"** and
  - (b) the Respondent was ordered **"to file and serve a response along with all documentation intended to be relied upon inclusive of witness statements (four witnesses) on or before March 19<sup>th</sup>, 2018"**;
- 5) The interest of conducting the hearing of this matter in such a way as to ensure the clarification of the issues before the Tribunal and the just handling of the proceedings, pursuant to Section 57 of the Industrial Relations Act, Chapter 321, necessitate that the Tribunal give further directions to the parties.

**IT IS HEREBY ORDERED** as follows:

1. The Applicant and the Respondent shall file with the Tribunal and serve on each other their respective witness statements, skeleton arguments and, Statement of Claim in the case of the Applicant, by no later than 3:30 pm on Friday 21<sup>st</sup> June 2019;
2. Witness Statements filed in accordance with this Order shall be received and stand as evidence in chief, provided that the witnesses who are the makers thereof attend the trial of this matter to be cross-examined;

3. The trial of this matter is adjourned to take place on Tuesday 6<sup>th</sup> and Wednesday 7<sup>th</sup> August 2019, commencing at 10:00 o'clock in the morning;
4. The parties shall file with the Tribunal and serve on each other –
  - (a) their respective closing submissions by no later than 3:30 pm on Friday 16<sup>th</sup> August 2019, and
  - (b) their respective submissions in reply, if any, by no later than 3:30 pm on Tuesday 20<sup>th</sup> August 2019.
5. The parties shall have liberty to apply.

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

Dated this 3<sup>rd</sup> day of June A.D. 2019

Her Honour

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**Simone I. Fitzcharles**  
**Vice President (Acting)**