

**COMMONWEALTH OF THE BAHAMAS**

**No. IT/ NES/165 of 2019**

**INDUSTRIAL TRIBUNAL**

In The Matter of The Industrial Relations Act

And

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

**BETWEEN**

**PHILIP WARDEN**

Applicant

AND

**WEST BAY MANAGEMENT LIMITED D/B/D ROYAL BAHAMIAN OFFSHORE ISLAND**

Respondent

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

**APPEARANCES:** Mr Errol McKinney for the Applicant  
Mr Dwight Glinton for the Respondent

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**ORDER ON DIRECTIONS**

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**WHEREAS:**

- 1) By Certificate of Referral of a Trade Dispute dated 5 October 2019, the Minister referred a dispute relating to the parties to this action to the Industrial Tribunal;
- 2) Pursuant to Rule 3(1) of the Industrial Relations (Tribunal Procedure) Rules, 2010 a Notice for presentation of an Originating Application was issued by the Secretary of the Industrial Tribunal to the Applicant on 5 December 2019;
- 3) The Applicant filed an Originating Application (Form A) in the Industrial Tribunal on 13 December 2019;

- 4) Pursuant to Rule 4 of the Industrial Relations (Tribunal Procedure) Rules, 2010 a Notice of the Originating Application (Form C) was issued by the Tribunal to the Respondent on 17 December 2019;
- 5) A Notice of Appearance (Form D) was entered by the Respondent on 2 January 2020 and a Defence (Form E) on 5 February 2020;
- 6) This matter was listed for a Case Management hearing on 13 July 2020 which was served on the Applicant and on the Respondent.

**IT IS HEREBY ORDERED** as follows:

1. The Applicant and the Respondent shall file their respective Witness Statements and Bundles of Documents and serve the same on each other by no later than Friday 24 July 2020;
2. The Applicant and the Respondent shall file any Supplemental Witness Statements and supporting Supplemental Bundles of Documents they deem necessary and shall serve the same on each other by no later than Friday 7 August 2020;
3. Each party shall be at liberty to call up to three (3) witnesses and the trial shall be set down for 2 days;
4. The Applicant and the Respondent shall file and serve their Skeleton Arguments and Authorities by no later than Friday 21 August 2020; and

5. The parties shall have liberty to apply for further directions and/or to vary these directions.
6. The joinder application of the Applicant shall be listed for a hearing by the Registry of the Industrial Tribunal as soon as possible.

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

Dated this 13<sup>th</sup> day of July A.D. 2020.

Her Honour

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**Simone I. Fitzcharles**

**Vice President**