

**COMMONWEALTH OF THE BAHAMAS
INDUSTRIAL TRIBUNAL**

No. IT/ NES/ 133 of 2019

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

BRENDA RIGBY

Applicant

AND

SENTRA MED LIMITED d/b/a The Medi Center

Respondent

BEFORE: Her Honour Vice President Simone I. Fitzcharles

APPEARANCES: Ms Judith Smith for the Applicant
Ms Miranda Adderley for the Respondent

ORDER ON PRE-TRIAL REVIEW

WHEREAS:

- 1) This matter was listed for a hearing on 10 August 2020. A pre-trial review was conducted by the Tribunal by electronic means and stock was taken of all matters necessary to make the file trial-ready.
- 2) The Tribunal recognizes that the COVID-19 pandemic is still at large in the Commonwealth of The Bahamas and that person-to-person contact should be minimized as a preventative measure. The Tribunal also takes note of the fact that the Commonwealth is currently subject to Emergency Orders which include mandatory, at-

home lockdown measures. The persistence of these conditions require that Tribunal hearings and correspondence be conducted in electronic form for which the Tribunal's Attaché filing system and Zoom meeting platforms have been established.

IT IS HEREBY ORDERED as follows:

Filing and Exchange of Pleadings

1. The Respondent's counsel shall register as soon as possible, (but in any event before compliance with the direction in paragraph 3 of this order), as counsel with the electronic Attaché platform provided by the Industrial Tribunal so as to enable the Respondent to continue with these proceedings electronically from its current base;
2. The Applicant shall serve on the Respondent's counsel all witness statements and supplemental witness statements with any documents on which the Applicant intends to rely at trial on or before Wednesday 12 August 2020;
3. The Respondent shall file all witness statements and documents on which the Respondent intends to rely at trial and serve the same on the Applicant's counsel by no later than Monday 17 August 2020;
4. The Applicant and the Respondent shall file and serve on each other any skeleton arguments and authorities on which they intend to rely on or before Monday 24 August 2020;
5. During the persistence of the COVID-19 pandemic in The Bahamas, the parties shall have liberty to comply with the filing requirements of this order either by using the Attaché electronic platform provided by the Tribunal, or physically, if possible. Additionally, the parties shall have liberty to comply with the service requirements of this order either by using email for service of documents on each other, or physically, if possible;

Trial Timing and Mode

6. The trial of this matter shall take place on Friday 28 August 2020 from 10:00 o'clock in the forenoon;
7. The trial may take place either electronically using the Zoom platform provided by the Tribunal or alternatively, may take place in person, in its entirety or in part, depending upon whether Emergency Orders which affect the trial (inasmuch as the movement and gathering of persons are thereby curtailed), are in place at the time the trial is scheduled to take place. The Tribunal shall therefore notify the parties in advance of the trial as to the mode of the same, that is, whether it shall take place in person or electronically, or using both modes.
8. The parties shall have liberty to apply for adjustment of these directions as necessary.

AND THIS IS THE ORDER OF THIS TRIBUNAL

Dated this 10th day of August A.D. 2020.

Her Honour

Simone I. Fitzcharles
Vice President