

**COMMONWEALTH OF THE BAHAMAS
INDUSTRIAL TRIBUNAL**

IT / NP2021-062

In The Matter of The Industrial Relations Act

And

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

BETWEEN

NICOLA JONES

Applicant

AND

F & B SECURITY

Respondent

APPEARANCES: Applicant Pro Se

Mr Robert Farquharson for the Respondent

BEFORE: Her Honour Vice President Simone I. Fitzcharles

ORDER

WHEREAS:

- 1) By Certificate of Referral of a Trade Dispute dated 12 March 2021, the Minister referred the subject dispute 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 30 March 2021;
- 3) The Applicant filed an Originating Application (Form A) in the Industrial Tribunal on 12 April 2021;

- 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 14 April 2021;
- 5) A Notice of Appearance (Form D) and a Defence (Form E) must be filed;
- 6) This matter was listed for a Case Management hearing on 26 August 2021;
- 7) The Applicant applied for the production by the Respondent of diaries kept by the Respondent from 2016 through 2021, which contain information relevant to her day-to-day work history with the Respondent during that time. The Tribunal, pursuant to Rule 7(1)(b) of the Industrial Relations (Tribunal Procedure) Rules 2010, is empowered to make an Order that a party provide to another inspection and/or copies of documents. The Respondent undertook to provide such documents applied for by the Applicant, as are in the Respondent's custody and control.

IT IS HEREBY ORDERED as follows:

1. The Respondent shall file and serve on the Applicant its Notice of Appearance and Defence on or before Thursday 9 September 2021;
2. The Applicant shall file her Witness Statement(s) and Bundle of Documents and serve the same on the Respondent by no later than Thursday 30 September 2021;
3. The Respondent shall file its Witness Statement(s) and Bundle of Documents and serve the same on the Applicant by no later than Thursday 21 October 2021;
4. Each party shall be at liberty to call up to Two (2) witnesses;
5. The Applicant shall file and serve her Skeleton Arguments and Authorities on the Respondent by no later than Thursday 4 November 2021;
6. The Respondent shall file and serve its Skeleton Arguments and Authorities on the Applicant by no later than Thursday 18 November 2021;

7. The Tribunal accepts the undertaking of the Respondent to produce, as a part of its documents to be filed and served on the Applicant, all diaries in the possession, custody and control of the Respondent which contain information relevant to the Applicant's claim and day-to-day work history with the Respondent from 2016 through 2021; and
8. The parties shall have liberty to apply for further directions and/or to vary these directions.

AND THIS IS THE ORDER OF THIS TRIBUNAL

Dated this 26 August 2021

Her Honour

Simone I. Fitzcharles
Vice President