

**COMMONWEALTH OF THE BAHAMAS  
INDUSTRIAL TRIBUNAL**

**IT / NP2021-17**

In The Matter of The Industrial Relations Act

And

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

**BETWEEN**

**HOWARD NEWBOLD**

Applicant

AND

**WESTMINSTER COLLEGE  
(A Subsidiary of Atlantic College)**

Respondent

**APPEARANCES:** Mr Donovan Gibson for the Applicant  
Mr Glendon Rolle for the Respondent

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

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**ORDER**

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**WHEREAS:**

- 1) By Certificate of Referral of a Trade Dispute dated 17 December 2020, 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 19 January 2021;
- 3) The Applicant filed an Originating Application (Form A) in the Industrial Tribunal on 26 January 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 27 January 2021;
- 5) A Notice of Appearance (Form D) was filed by the Respondent on 1 June 2021, but no Defence (Form E) has as yet been entered;
- 6) This matter was listed for a Case Management hearing on 17 November 2021.

**IT IS HEREBY ORDERED** as follows:

1. The Respondent shall file and serve its Defence (Form E) on the Applicant on or before Friday 26 November 2021;
2. The Applicant shall file his Witness Statements and Bundle of Documents and serve the same on the Respondent on or before Wednesday 1 December 2021;
3. The Respondent shall file its Witness Statements and Bundle of Documents and serve the same on the Applicant on or before Wednesday 15 December 2021;
4. Each party shall be at liberty to call up to four (4) witnesses;
5. The Applicant and the Respondent shall file and serve their Skeleton Arguments and Authorities on each other on or before Friday 14 January 2022; and
6. The parties shall have liberty to apply for further directions and/or to vary these directions.

7. Parties are directed that all documents must be filed electronically with the Tribunal, and hard copies are to be provided by the parties for the use of the judge, parties and their witnesses for the trial.

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

Dated this 17<sup>th</sup> day of November 2021.

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**Simone I. Fitzcharles**  
**Vice President**