

**INDUSTRIAL TRIBUNAL**

**COURT #1 SAFFREY SQUARE, EAST & BAY STREET, NEW PROVIDENCE,  
COMMONWEALTH OF THE BAHAMAS**

**Before**

**MRS. INDIRA N. DEMERITTE-FRANCIS (PRESIDENT)  
(SITTING ALONE)**

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**KHYLE Q. PARKER**

APPLICANT

**UNIVERSITY OF THE BAHAMAS**

RESPONDENT

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**ORDER ON DIRECTIONS**

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**APPEARANCES**

For the Applicant

Mr. Kahlil Parker  
Attorney  
Cedric L. Parker & Co.  
Bethel Drive  
Nassau, The Bahamas

For the Respondent

Mr. Keith Major  
Attorney  
Higgs & Johnson  
East Bay Street  
Nassau, Bahamas

**WHEREAS:**

- (1) By Certificate of Referral dated October 18, 2021 the Minister referred the subject dispute to the Industrial Tribunal; and
- (2) In accordance with Rule 3 (1) of the Industrial Relations (Tribunal Procedure) Rules, 2010 a Notice for an Originating Application – Form A was sent on November 8, 2021 to the Applicant by the Secretary to the Tribunal; and
- (3) Upon receipt by the Applicant of the Notice for an Originating Application the Applicant filed an Originating Application on November 25, 2021 in the Tribunal; and
- (4) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on December 6, 2021; and
- (5) That no Notice of Appearance - Form D or Defence –Form E was filed in the Tribunal by the Respondent; and
- (6) Pursuant to Rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set a fixture on May 25, 2022 for the Case Management Hearing for Directions; and
- (7) That Mr. Parker appeared for the Applicant and Mr. Major appeared for the Respondent for the Case Management Hearing; and

**IT IS HEREBY ORDERED** by consent of the parties:

- a. That the Respondent will file the Notice of Appearance –Form D on or before May 27, 2022.
- b. That the Applicant will file Further and Better Particulars on or before June 17, 2022.
- c. That the Respondent will file Defence –Form E on or before July 1, 2022.
- d. That there will be an exchange of the List of Documents on or before July 15, 2022.

- e. That the Applicant and the Respondent will file Bundles on or before July 29, 2022.
- f. That the Applicant and the Respondent will file Witness Statements on or before August 19, 2022.
- g. That the Applicant and the Respondent will file Statement of Facts on or before September 15, 2022.
- h. That the Applicant and Respondent will file Skeletons on or before September 30, 2022.
- i. That there will be mutual exchange of documents.
- j. That the parties agreed to an estimated three (3) days of hearing.
- k. That the parties agreed that the Applicant and the Respondent will call four (4) witnesses.

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

DATED THIS, May 25, 2022

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Indira N. Demeritte – Francis  
President  
Industrial Tribunal