

**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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**ANDREW KNOWLES**

APPLICANT

**ATLANTIS RESORT**

RESPONDENT

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**ORDER ON DIRECTIONS**

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**APPEARANCES**

For the Applicant

Ms. Erika Munroe  
Attorney  
EDM Law Group  
Nassau, The Bahamas

For the Respondent

Mr. Kenneth Lightbourne  
Attorney  
Island Hotel Company Ltd.  
Atlantis  
Paradise Island, Bahamas

**WHEREAS:**

- (1) By Certificate of Referral dated October 26, 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 17, 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 February 3, 2022 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 February 8, 2022; and
- (5) That no Notice of Appearance - Form D was filed and no 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 July 13, 2022 for the Case Management Hearing for Directions before Vice President Sharada Ferguson; and
- (7) That on July 13, 2022 the matter was adjourned to August 9, 2022 by Vice President S. Ferguson to allow the Respondent to file a Form D and a Form E; and
- (8) On the adjourned date the matter was set down before Court No.1 to complete the Case Management Hearing; and
- (9) That Ms. Munroe appeared for the Applicant and Mr. Lightbourn appeared for the Respondent on the adjourned date of August 9, 2022; and

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

- a. That the Applicant will file Skeletons, Witness Statements and or Submissions on or before August 25, 2022.

- b. That the Respondent will file Skeletons, Witness Statements and or Submissions on or before September 16, 2022.
- c. That there will be a mutual exchange of bundles
- d. That the parties agreed to an estimated one (1) day of hearing.
- e. That the Applicant will call two (2) witnesses and the Respondent will call three (3) witnesses.
- f. That the parties will continue to have settlement discussions and will inform the Tribunal if a settlement is agreed.

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

DATED THIS, August 9, 2022

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Indira N. Demeritte – Francis  
President  
Industrial Tribunal