

**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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**LOURDINE JOSEPH**

APPLICANT

**MT. CARMEL PREPARATORY  
ACADEMY**

RESPONDENT

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**ORDER ON DIRECTIONS**

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## **APPEARANCES**

For the Applicant

Ms. Lourdine Joseph  
Pro se  
Nassau, The Bahamas

For the Respondent

Mr. Ednal Rolle  
Legal Advocate  
Obie Ferguson & Co.  
#32 Snug Haven  
Elizabeth Avenue  
Nassau, The Bahamas

**WHEREAS:**

- (1) By Certificate of Referral dated March 28, 2022 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 April 4, 2022 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 in the Tribunal on April 21, 2022; and
- (4) A Notice of Application to the Respondent – Form C and a Notice of Appearance - Form D was sent to the Respondent on April 25, 2022; and
- (5) That a Notice of Appearance - Form D was filed in the Tribunal and the Defence – Form E was filed on September 7, 2022 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 November 28, 2022 for the Case Management Hearing for Directions; and
- (7) On the day of the Hearing the Applicant appeared Pro se and Mr. Ednal Rolle appeared for the Respondent; and

**IT IS HEREBY ORDERED** by the Industrial Tribunal and by consent of the parties:

- a. That the Applicant will file Skeletons, Witness Statements and Submissions on or before December 2, 2022.
- b. That the Respondent will file Skeletons, Witness Statements and Submissions on or before December 15, 2022.
- c. That there will be a mutual exchange of documents by the parties.
- d. That there will be an estimated one (1) day of hearing.

- e. That the Applicant will call one (1) witness and the Respondent will call three (3) witnesses.

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

DATED THIS, November 28, 2022

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Indira N. Demeritte – Francis

President

Industrial Tribunal