

INDUSTRIAL TRIBUNAL

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

Before

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

STEPHEN BUTLER

APPLICANT

**ISLAND HOTEL COMPANY
LIMITED**

RESPONDENT

ORDER ON DIRECTIONS

APPEARANCES

For the Applicant

Mr. Hilbert Collie
Representative
Hilbert Collie & Associates
#83 Dowdswell Street
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 December 14, 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 January 4, 2023 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 January 16, 2023 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 January 16, 2023; and
- (5) That a Notice of Appearance - Form D was filed on January 25, 2023 and a Defence – Form E was filed February 3, 2023 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 the March 31, 2023 for the Case Management Hearing for Directions; and
- (7) That Ms. Collie appeared for the Applicant and Mr. Lightbourne appeared for the Respondent for the Case Management Hearing; and

IT IS HEREBY ORDERED by consent of the parties:

- a. That they will continue settlement discussions pursuant to Section 60 of the Industrial Relations Act.
- b. That the Applicant will file Skeletons Witness Statements and or Submissions on or before April 21, 2023.

- c. That the Respondent will file Skeletons Witness Statements and or Submissions on or before May 8, 2023.
- d. That there will be a mutual exchange of bundles
- e. That the parties agreed to an estimated one (1) day of hearing.
- f. That the parties agreed that the Applicant will call one (1) witness and the Respondent will call three (3) witnesses.
- g. That if there a settlement is agreed the parties will inform the Tribunal immediately and provide the documents proving the settlement.

AND THIS IS THE ORDER OF THIS TRIBUNAL

DATED THIS, March 31, 2023

Indira N. Demeritte – Francis
President
Industrial Tribunal