

**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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**FREDERICK HANNA**

**APPLICANT**

**ISLAND HOTEL COMPANY  
LIMITED.**

**RESPONDENT**

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**ORDER ON DIRECTIONS**

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**APPEARANCES**

For the Applicant

Mr. Errol McKinney  
Representative  
EM & Associates  
Suit 5 Colonial Hill Plaza  
72 University Drive

For the Respondent

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

**WHEREAS:**

- (1) By Certificate of Referral dated January 3, 2023 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 March 27, 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 April 4, 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 April 4, 2023; and
- (5) That a Notice of Appearance - Form D was filed on April 6, 2023 and a Defence – Form E was filed May 23, 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 the October 25, 2023 for the Case Management Hearing for Directions; and
- (7) That Mr. McKinney 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 there may be settlement pursuant to Section 60 of the Industrial Relations Act.
- b. That the Applicant will file Skeletons Witness Statements and or Submissions on or before November 22, 2023.
- c. That the Respondent will file Skeletons Witness Statements and or Submissions on or before December 13, 2023.

- d. That there will be a mutual exchange via the Folio e-filing portal.
- e. That the parties agreed to an estimated two (2) days of hearing.
- f. That the parties agreed that the Applicant will call two (2) witnesses and the Respondent will call three (3) witnesses.

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

DATED THIS, October 25, 2023

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Indira N. Demeritte – Francis  
President  
Industrial Tribunal