

INDUSTRIAL TRIBUNAL

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

Before

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

NICOLA SAUNDERS

APPLICANT

**RENTOKIL INITIAL BAHAMAS
LIMITED**

RESPONDENT

ORDER ON DIRECTIONS

APPEARANCES

For the Applicant

Mr. Ednel Rolle
Legal Representative
Obie Ferguson & Co.
Nassau, The Bahamas

For the Respondent

Ms. Nerissa Greene
Attorney
Providence Law
Nassau, Bahamas

WHEREAS:

- (1) By Certificate of Referral dated March 10, 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 April 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 July 5, 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 July 17, 2023; and
- (5) That a Notice of Appearance - Form D was filed on August 2, 2023 and a Defence – Form E was filed August 22, 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 November 10, 2023 for the Case Management Hearing for Directions; and
- (7) That Ednel Rolle along with Annette Cash appeared for the Applicant and Nerissa Greene along with Karl Strachan appeared for the Respondent for the Case Management Hearing; and

IT IS HEREBY ORDERED by consent of the parties:

- a. That there will be no 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 30, 2023.
- c. That the Applicant has made a request to the police department for video footage.

- d. That the Respondent will file Skeletons Witness Statements and or Submissions on or before January 7, 2024.
- e. That there will be a mutual exchange of bundles.
- f. That the parties agreed to an estimated two (2) days of hearing.
- g. That the parties agreed that the Applicant will call three (3) witnesses and the Respondent will call three (3) witnesses.

AND THIS IS THE ORDER OF THIS TRIBUNAL

DATED THIS, November 10, 2023

Indira N. Demeritte – Francis
President
Industrial Tribunal