

**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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**JOAN BROWN**

**APPLICANT**

**ISLAND HOTEL COMPANY  
LIMITED- ATLANTIS**

**RESPONDENT**

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**ORDER ON DIRECTIONS**

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## **APPEARANCES**

For the Applicant

Mr. Errol McKinney  
Representative  
EM & Associates  
Thompson Blvd  
Nassau, The Bahamas

For the Respondent

Mr. Kenneth Lightbourne  
Attorney  
Atlantis Legal Department  
Paradise Island, The  
Bahamas

**WHEREAS:**

- (1) By Certificate of Referral dated June 9, 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 June 23, 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 19, 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 20, 2023; 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 November 10, 2023 for the Case Management Hearing for Directions; and
- (7) On the date for the Case Management Hearing Errol McKinney appeared for the Applicant and Kenneth Lightbourne appeared for the Respondent; and
- (8) An adjournment was given and the Case Management Hearing was continued on November 14, 2023; 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 November 30, 2023.
- b. That the Respondent will file Skeletons Witness Statements and or Submissions on or before December 30, 2023.
- c. That there will be a mutual exchange of bundles.
- d. That the parties agreed to an estimated three (3) days of hearing.
- e. That the parties agreed that the Applicant will call one (1) witness and the Respondent will call three (3) witnesses.
- f. That the parties will continue to have settlement discussions and will inform the Tribunal immediately if a settlement is agreed.

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

DATED THIS, November 14, 2023

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Indira N. Demeritte – Francis  
President  
Industrial Tribunal