

INDUSTRIAL TRIBUNAL

COURT #3 SAFFREY SQUARE, EAST & BAY STREETS, NEW PROVIDENCE  
COMMONWEALTH OF THE BAHAMAS

Before

His Honour, R. Dawson Malone Vice President (Acting)

(Sitting Alone)

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CANDICE FRASER

Applicant

AND

BAHAMAS CLAIMS ASSISTANTS COMPANY LIMITED

Respondent

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ORDER

DIRECTIONS AND ADJOURNING CASE MANAGMENT

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**APPEARANCES**

For the Applicant

Ms. Candice Fraser  
Pro Se

For the Respondent

Mr. Beryn Duncanson  
Counsel and Managing Director  
Bahamas Claims Assistants Company

**WHEREAS:**

1. By Certificate of Referral dated 10 August, 2023 the Minister referred the subject Trade Dispute to the Industrial Tribunal;
2. The Applicant filed in the Industrial Tribunal an Originating Application (Form A) on the 4 October, 2023;
3. The Respondent was served with the Notice of Originating Application (Form C) on 13 October, 2023;
4. Pursuant to Rule 15 (1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal issued call over notices in the Nassau Guardian Newspapers dated 8 November, 2023 and 5 March, 2023 respectively;
5. A Notice of Hearing (Form J) dated 27 February for Case Management on the 20 March, 2024 was issued however that hearing was adjourned owing to inability of the Respondent to appear remotely and the matter was adjourned to 3 April, 2024;
6. A Notice of Hearing (Form J) was duly issued on 26 March, 2024 with today's date as the date fixed for Case Management during which the Respondent sought to defend the matter; and
7. The Parties and the Tribunal provisionally discussed the matter to determine if there was scope for settlement;

**IT IS HEREBY ORDERED THAT:**

- a. The Respondent shall file the requisite application for the Extension of Time (Form L) as well as its Appearance (Form D) and Defence (Form E) by 10 April, 2024 and the time for such filings stands abridged accordingly;
- b. The Applicant shall file her Bundle of Documents in support of her claim by 17 April, 2024;
- c. The Respondent shall file its Bundle of Documents in support of his defence by 22 April, 2024;

- d. The Case Management shall be fixed for hearing on 24 April, 2024 at 10:00;  
and
- e. In the meantime, the Parties now having contact and heard the provisional positions of each other as well as the Tribunal ought to engage in good a faith settlement discussions pursuant to section 60 of the Industrial Relations Act;

**AND WHEREAS** upon standing the matter down at the request of the Parties to engage in discussions and on return, the Applicant and the Respondent duly advised that there was an accord between the parties;

**IT WAS FURTHER ORDERED THAT** unless and until a Notice of Withdrawal (Form K) is duly entered on behalf of the Applicant, the Directions as aforesaid stand as the full details of a settlement were not formalized and such Directions would be overtaken by the filing of the said Form K.

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

Dated this 3 day of April, 2024

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**R. Dawson Malone**  
**Vice President (Acting)**  
**Industrial Tribunal**