

**COMMONWEALTH OF THE BAHAMAS**  
**INDUSTRIAL TRIBUNAL**

**No. IT/NES/NP2024-060**

In The Matter of The Industrial Relations Act

And

In the Matter of the Industrial Relations (Tribunal Procedure) Rules 2010)

**CLIFFORD ANDRE RICARDO THEOBALDS**

**APPLICANT**

**Vs**

**CARIBBEAN BUILDERS & CONSTRUCTION CO. LTD**

**RESPONDENT**

**BEFORE:** Her Honour, Vice President  
Mrs. Rionda Y. Godet

---

**ORDER ON DIRECTIONS**

---

**APPEARANCES**

CLIFFORD ANDRE RICARDO THEOBALDS

Cyd Ferguson - Attorney

CARIBBEAN BUILDERS & CONSTRUCTION CO. LTD

Elsworth Johnson - Attorney

## WHEREAS:

1. By Certificate of Referral dated 10<sup>th</sup> April 2024, the Minister referred the subject dispute to the Industrial Tribunal; and
2. The Applicant duly entered the Form A on 6<sup>th</sup> June 2024 and there is record of the Form A, C and D being served on the Respondent's attorney Elsworth Johnson on 27<sup>th</sup> June 2024, no Appearance has been filed.
3. Pursuant to rule 15(1) of the Industrial Relations (Tribunal Procedure) Rules 2010, the Industrial Tribunal set this matter down for Case Management Hearing on Friday 28<sup>th</sup> February 2025;
4. The Respondent, having been earlier served the forms A, C and D and E, is to file and enter both the Form L requesting extension and the Form D by end of day today 28<sup>th</sup> February 2028. The Form E Defence shall forthwith be electronically served on the Respondent and is to be filed and entered on or before 14<sup>th</sup> March 2025.
5. The trial of this matter shall be set down for 1 days;
6. The Applicant has indicated that he intends to call 1 witness and the Respondent has indicated that it intends to call up to 2 witnesses.
7. Inspection of documents – to take place on or before 21<sup>st</sup> March 2025 with an agreed bundle of documents to be presented on or before 28<sup>th</sup> March 2025.
8. The Applicant shall file his Witness Statements and Skeleton Arguments no later than **4:00 p.m.** on 14<sup>th</sup> April 2025 and the Respondent shall file its Witness Statements and Skeleton Arguments no later than **4:00 p.m.** on 28<sup>th</sup> April 2025 and, upon filing, the Applicant and the Respondent shall provide a hard copy of each to the Secretary to Court No. 5 and a copy of which shall be retained for the Court's use. Should the parties have their witnesses appear in person, a second hard copy of all documents to be relied upon at the hearing hereof, shall be presented to the secretary to Court No. 5.
9. The witness statements shall stand as evidence in chief at the trial and should any witness not attend, the witness statements will not be accepted as evidence.

10. The date of hearing of this matter shall be determined by the Registry.

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

Dated this 28<sup>th</sup> day of February A.D., 2025

---

**Rionda Godet  
Vice President  
Industrial Tribunal**