

**COMMONWEALTH OF THE BAHAMAS  
INDUSTRIAL TRIBUNAL**

**No. IT/NES/NP2023-113**

In The Matter of The Industrial Relations Act

And

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

**PATRICE PANZA**

**APPLICANT**

**Vs**

**HOLLAND AMERICA/HALF MOON CAY**

**RESPONDENT**

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

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**ORDER OF DIRECTIONS**

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**APPEARANCES**

PATRICE PANZA

KEITH SEYMOUR,  
Aksum Law Chambers

HOLLAND AMERICAN/HALF MOON CAY

CAMILLE CLEARE  
Harry B. Sands, Lobosky & Co.

**WHEREAS:**

1. By Certificate of Referral dated 25<sup>th</sup> September 2023, the Minister referred the subject dispute to the Industrial Tribunal; and
2. The Applicant filed her Originating Application on the 7<sup>th</sup> December 2023;
3. The Respondent filed its Appearance (Form D) on 13<sup>th</sup> August 2024 and its Defence (Form E) on 7<sup>th</sup> August, 2024;
4. 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 Monday 25<sup>th</sup> November 2024;

**IT IS HEREBY ORDERED, BY CONSENT, as follows:**

- a. The trial of this matter shall be set down for 2 days;
- b. The Applicant has indicated that she intends to call up to 2 witnesses and the Respondent has indicated that it intends to call up to 1 witnesses.
- c. Inspection of documents – to take place on or before December 6<sup>th</sup> 2024 with an agreed bundle of documents to be presented on or before 20<sup>th</sup> December 2024.
- d. The Applicant shall file her Witness Statements and Skeleton Arguments no later than **4:00 p.m.** on 22<sup>nd</sup> of January 2025 and the Respondent shall file its Witness Statements and Skeleton Arguments no later than **4:00 p.m.** on 14<sup>th</sup> February 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.
- e. 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.
- f. The date of hearing of this matter shall be determined by the Registry.

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

Dated this 25<sup>th</sup> day of November A.D., 2024

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**Rionda Godet**  
**Vice President**  
**Industrial Tribunal**