

FORM F

[Rule 16]

COMMONWEALTH OF THE BAHAMAS

BIT/NR/NES/042/2025

In the Matter of the Industrial Relations Act (Chapter 321)

BETWEEN:

Shanaad A. Forbes

Applicant

v.

Freeport Container Port Limited

Respondent

APPEARANCES: Justin Palacious- For Applicant

Dwayne E. Fernander & Lavette Kemp - For Respondent

BEFORE: Her Honour Helen J. Almorales-Jones

ORDER ON DIRECTIONS

WHEREAS:

- 1 In accordance with Rule 5(1) of the Industrial Relations Tribunal (Procedure) Rules, 2025 a Notice for an Originating Application – Form A was sent on 25<sup>th</sup> July, 2025 by the Tribunal, to the Applicant; and
- 2 Upon receipt by the Applicant of the Notice for an Originating Application the Applicant filed an Originating Application in the Tribunal on the 28<sup>th</sup> July, 2025; and
- 3 A Notice of Originating Application to the Respondent – Form C and a Notice of Appearance – Form D was sent to the Respondent on the 28<sup>th</sup> July, 2025; and
- 4 That a Notice of Appearance- Form D was filed out of time on the 5<sup>th</sup> August, 2025 and a Defence- Form E was filed on the 19<sup>th</sup> August, 2025 in the Tribunal by the Respondent; and

- 5 Pursuant to Rule 16(1) of the Industrial Relations Tribunal (Procedure) Rules, 2025 the Tribunal set a fixture for the Order on Directions on the 22<sup>nd</sup> October, 2025, and Vice-President Rionda Godet made an Order on Directions; and
- 6 The Tribunal of its own motion, granted both parties an extension of time to comply with the Order on Directions, pursuant to Rule 24(1) of the said Rules;

**IT IS HEREBY ORDERED** by consent of the parties:

- a) That the Respondent will file an agreed Bundle of Documents by on or before Monday, 16<sup>th</sup> February, 2026;
- b) That the Applicant and the Respondent will file their Witness Statements by on or before Monday, 2<sup>nd</sup> March, 2026;
- c) That the parties agreed to an estimated 3 days of hearing;
- d) That the parties agreed the Applicant may call 5 witnesses and the Respondent may call 4 witnesses;
- e) That the parties will continue to have settlement discussions and if an agreement is met they will inform the Tribunal of the same;
- f) That the Industrial Tribunal's Listing Office set this matter for trial for 3 days and serve a Form M (Notice of Hearing) on the parties' Representative.

**AND THIS IS THE ORDER OF THIS** Tribunal

Dated this 9<sup>th</sup> day of February, A.D., 2026

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Helen J. Almorales-Jones  
Vice-President