

FORM F

[Rule 16]

COMMONWEALTH OF THE BAHAMAS

BIT/NR/NES/067/2025

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

BETWEEN:

Evis A. Newbold

Applicant

v.

I.C.S. of The Bahamas Co. Ltd.

Respondent

APPEARANCES: No Appearances for Applicant

Counsel- Darren O. Bain - 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 14th November, 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 19th November, 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 8th December, 2025; and
- 4 That a Notice of Appearance- Form D was filed on the 9th December, 2025 and a Defence- Form E was filed out of time on the 18th February, 2026 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 18th February, 2026.

IT IS HEREBY ORDERED by consent of the parties:

- a) That the Respondent be granted an extension of fourteen (14) days from today to file the Form E (Defence)- by Wednesday the 4th March, 2026;
- b) That the dispute is remitted to the parties for further discussion with a view to settling it out of Court;
- c) That the evidence of the Applicant and her witnesses will be recorded viva voce;
- d) That the Respondent be at liberty to have its witness testify via voce or by Witness Statements filed on or before the trial date;
- e) That the parties file any List of Documents and Bundle of Documents by Wednesday the 18th March, 2026;
- f) That the Tribunal estimated one (1) day of hearing;
- g) That the applicant will testify and may call witnesses and the Respondent will call one (1) witness;
- h) That the parties continue to have settlement discussions and if agreement is met they will inform the Tribunal of the same; and
- i) That the Tribunal's Listing Office set this matter for trial for one (1) day and serve a Form M (Notice of Hearing) on the Parties' Representatives.

AND THIS IS THE ORDER OF THIS Tribunal

Dated this 18th day of February, A.D., 2026

Helen J. Almorales-Jones
Vice-President