

FORM F

[Rule 16]

COMMONWEALTH OF THE BAHAMAS

BIT/NR/NES/070/2025

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

BETWEEN:

Monique Sears

Applicant

v.

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

Respondent

APPEARANCES: Applicant- Pro se

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 26th 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 27th 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 sent to the Respondent on the 9th December, 2025, and the Respondent failed to file its Defence; 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 trade dispute is referred to the parties pursuant to Section 58(1)(a) of The Industrial Relations Act, with a view to them settling it out of Court;
- b) That the Applicant will file a Form O after she is paid the outstanding Wages; and
- c) That the matter be adjourned sine die.

AND THIS IS THE ORDER OF THIS Tribunal

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

Helen J. Almorales-Jones
Vice-President