

FORM F

[Rule 16]

COMMONWEALTH OF THE BAHAMAS

BIT/NR/NES/075/2025

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

BETWEEN:

Albert L. Leathen

Applicant

v.

BTC

Respondent

APPEARANCES: Counsel, Wendell Smith- For Applicant

Counsel, Shaquille Dean- 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 17th December, 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 17th December, 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 18th December, 2025; and
- 4 A Notice of Appearance- Form D was filed out of time on the 26th February, 2026; and
- 5 The Respondent failed to file the Defence- Form E; and
- 6 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 27th February, 2026.

IT IS HEREBY ORDERED:

- a) That the Applicant's claims for Constructive Dismissal, Malicious prosecution, Negligent Misrepresentation and Aggravate, Exemplation & Vindicate (sic) damages be marked withdrawn and dismissed;
- b) That the trade dispute is remitted to the parties pursuant to Section 58(1) (a) of the Industrial Relations Act for further consideration with a view to settling the Applicant's claims for Wrongful Dismissal and Unfair Dismissal out of Court;
- c) That the Applicant file further and better particulars of his claim for Unfair Dismissal and a Quantification of his claims for Wrongful Dismissal and Unfair Dismissal on or before Friday, 20th March, 2026;
- d) That the Respondent is granted an extension of time for the late filing of its Form D (Notice of Appearance);
- e) That the Respondent is granted an extension of 5 weeks from today to file its Form E (Defence)- on or before Tuesday, 7th April, 2026; and
- f) That the Tribunal's Listing Office set this matter for Case Management hearing after the 7th April, 2026 and serve a Form M (Notice of Hearing) on the parties.

AND THIS IS THE ORDER OF THIS Tribunal

Dated this 27th day of February, A.D., 2026

Helen J. Almorales-Jones
Vice-President