



THE ANTIGUA AND BARBUDA

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TABLE OF CONTENTS	PAGE
INDUSTRIAL COURT JUDGEMENT	586-592
VACANCY NOTICE SENIOR CROWN COUNSEL	592-594
OBITUARIES	594
HIGH COURT OF JUSTICE NOTICE	594
VACANCY NOTICE – PRESIDING JUDGE	595-596
NOTICE OF APPOINTMENT OF DISCIPLINARY COMMITTEE	596
FSRC NOTICE OF REVOCATION OF LICENCE	597
EASTERN CARIBBEAN SUPREME COURT VACANCY NOTICE	597
CLAIMS AND OBJECTIONS	598-603

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NOTICES

**ANTIGUA AND BARBUDA
IN THE INDUSTRIAL COURT**

REFERENCE NO: 1 OF 2013

BETWEEN:

VERNEL THOMAS
Employee
and

NCO FINANCIAL SERVICES (ANTIGUA) LTD
Employer

Before:

The Hon. Charlesworth O.D. Brown **President**

The Hon. Dr. Hayden Thomas **Member**

The Hon. Samuel R. Aymer **Member**

Appearances:

Mr. George Lake, Attorney-at-Law of Lake & Kentish for the Employee

Mrs. Andrea Roberts Nicholas, Attorney-at-Law of Roberts & Co. for the Employer

**2014: March 4
 June 30**

JUDGMENT

BACKGROUND FACTS

1. The Employee was employed by the Employer from 10th October 2005 to 10th September, 2010, when her services were terminated on the grounds stated in the dismissal letter dated 9th September, 2010. Her last position was that of Human Resources Manager.
2. The Employee’s initial position at the commencement of her Employment was that of Payment Processor. She was promoted during her five-year tenure to the positions of Human Resources Assistant and Recruiting Manager respectively before being laterally transferred to the position of Human Resources Manager.
3. At the date of dismissal, the Employee was earning a salary \$3,700.00 per month plus a travelling allowance of \$200.00 per month.
4. The Employee’s duties included the compilation and maintenance of human resources records including a list of all employees; the immigration sta-

- tus of non-national employees; photographic identification of employees; and disciplinary proceedings against employees. It was also her duty to apply for or assist with applications for and acquisitions of work permits.
 5. The Employee was on vacation for a period of time including the period of 24th August, 2010 to 5th September, 2010. She was scheduled to return to work on 6th September, 2010.
 6. On or about 24th August, 2010 the Labour Department carried out an onsite investigation at the Employer’s business place to ascertain the extent of its compliance with the relevant legislation, and in particular to check on the employment status of its non-national employees.
 7. On or about 27th August 2010, the Employer’s Facilities Manager, then acting as General Manager, telephoned the Employee in relation to the Employer’s concerns arising from the Labour Department’s investigation. The concerns included some related to a list of employees and their respective status.
 8. Following the conversation with the then Acting General Manager, while the Employee remained on vacation, the Employer carried out a “wider review” of the Employee’s office by which it made certain other discoveries on the basis of which it concluded that the Employee had committed “further breaches of the Employer’s policies and procedures”.
 9. The Employee returned to work as scheduled on 6th September, 2010 at about 7:50 a.m. About one hour later the then Acting General Manager approached her and told her that a decision had been taken to terminate her employment. She was required to hand over the Employer’s property then in her possession and leave its premises.
 10. On the 10th September, 2010, the Employee was given a termination letter dated 9th September, 2010 whereby she was dismissed under section C59 (1) of the Antigua and Barbuda Labour Code (the Labour Code).
 11. Prior to receiving the said dismissal letter, the Employee received no complaints whatsoever from the Employer about her behavior or performance.
 12. These proceedings were commenced by Reference filed on 16th January, 2013, whereby the Employee contended that she was unfairly dismissed and claimed compensation for the same.
- THE PLEADINGS**
13. The Employee’s case is set out in her Memorandum filed on January 16, 2013. As I understand the pleadings, the nub of the Employee’s claim of unfair

dismissal is a denial of natural justice. Paragraph 6 of her Memorandum reads:

“6. At no time did the Employee receive any written warning of any issues or problems that the Employer had with her performance, as required under Section C59 (2) of the Labour Code. At no time was the Employee brought before her Employer and told of the complaints against her and given the opportunity to answer the charges against her or been given the opportunity to rectify the situation.”

14. On the other hand, the Employer’s case is set out in its Memorandum filed on 31st October, 2013. Based on its pleadings, the Employer contends that there was no denial of natural justice and that the Employee’s conduct fell under Section C59 (1) of the Labour Code which empowered the Employer to terminate her employment. Paragraphs 8 and 9 of its Memorandum states:

“8. As to paragraphs 5 and 6 of the Employee’s Memorandum, it is stated that the Employee was guilty of misconduct in or in relation to her employment that was so serious that the Employer could not reasonably be expected to take any course other than termination and as such the Employee’s termination falls within section C59 (1) of the Antigua and Barbuda Labour Code. The Employee was terminated via letter dated September 10, 2010, a copy of which is attached to the witness statement as filed on behalf of the Employer.

9. The Employer denies that it failed to tell the Employee of the complaints against her or to give her an opportunity to answer the complaints. As set out in paragraph 6 above, the Employer put the complaints to the Employee and gave her the opportunity to defend herself and provide an explanation for the gross negligence and serious misconduct in the course of her duties as described above.”

ISSUES

15. The main issues arising from the pleadings are whether:
- (1) the Employee was guilty of misconduct or poor performance sufficient to justify her dismissal.
 - (2) the Employee was denied her right to natural justice?
 - (3) if there was a denial of natural justice, it was significant enough to render the dismissal unfair?
 - (4) under the circumstances, the Employer acted reasonably in dismissing the Employee?

THE EMPLOYEE’S EVIDENCE

17. The Employee’s primary evidence-in-chief is set out in her Witness Statement filed on 8th March 2013. The salient points of her evidence are as follows:

- On or about the 27th August, 2010, while on vacation I received a call from Ronald Silencieux, Facilities Manager with the Employer concerning the employment of non-nationals
- I explained my understanding of the situation and the reasons for any omissions on my part.
- On the 6th September, 2010 I returned to work as scheduled following my leave period and was informed that a decision had been made by the Management to terminate me.
- On the 10th September, 2010, I was given a termination letter dated 9th September, 2010.
- At no time did I receive any written warning of any issues or problems that the Employer had with my performance as required under Section C59 (2) of the Labour Code. At no time was I brought before my Employer and told of the complaints against me and given the opportunity to answer the charges against me nor have I been given opportunity to rectify the situation.
- Prior to receiving the said dismissal letter I received no complaints whatsoever from the Employer about my behavior or performance on the job.”

THE EMPLOYER’S EVIDENCE

18. The Employer relied on the evidence of Ronald Silencieux, Facilities Manager. His primary evidence-in-chief is set out in his Witness Statement filed on 31st October 2013. The salient points of his evidence are as follows:
- On August 24, 2010, as a result of an inspection by the Labour Department, the Employer discovered that the Employee had not maintained a list of active employees as she was required to do.
 - It was also discovered that there were several employees working without valid work permits and otherwise in breach of Antigua’s Labour Laws.
 - As a result the Employer undertook an internal audit and discovered an alarming list of violations which exposed the Employer to potential criminal sanctions and serious reputational risk.
 - The Employee had failed to apply for work permits for several employees.
 - The Employer conducted a wider review of the Employee’s office and discovered further breaches of the Employer’s policies and procedures including the failure by the Employee to keep photographic or any other form of identification of the employees
 - Mr. Silencieux contacted the Employee while she was on vacation for an explanation but she failed to provide a reasonable explanation.
 - The Employee’s conduct exposed the Employer to the risk of criminal prosecution which could have resulted in fines or imprisonment.

- The Employee’s gross negligence and serious misconduct also exposed the Employer to serious reputational risk.
- The Employer adopted the position that the Employee was guilty of misconduct in or in relation to her employment that was so serious that the Employer could not reasonably be expected to take any course other than termination.
- The Employee was terminated pursuant to section C59 (1) of the Antigua and Barbuda Labour Code.
- The Employee had behaved immorally in the course of her duties.
- The Employer put the complaints to the Employee and gave her the opportunity to defend herself and provide an explanation for the gross negligence and serious misconduct.
- The Employee had successfully covered up her gross dereliction of duty and the wide-scale non-compliance with the labour laws.
- The Employer denies that the Employee was unfairly dismissed and requests that the Employee’s claim be dismissed.”

LEGAL PARAMETERS

The Onus of Proof

19. Having acknowledged that it dismissed the Employee, the onus is on the Employer to satisfy the Court by positive evidence that it acted reasonably. For present purposes, I adopt the dicta of President Moe at page 3 of his judgment in Ref. No. 9 of 1988: **Wesley Wade v St. James Club Ltd.:**

“Since the Employer has admitted dismissing the Employee on these grounds they will have to justify this action and accordingly the burden of proving that the Employee was fairly dismissed rests with the Employer. This is the central issue in this case. If the Employer fails to establish it to the satisfaction of the Court, then it follows that the Employee must inevitably be deemed to be unfairly dismissed as he claims to be and is entitled to the relief sought. The Court is therefore charged with the responsibility of determining whether that dismissal was fair or unfair in accordance with Section C60 (2) of the Antigua Labour Code,.....”

20. In Industrial Court Appeal No. 1 of 1981, **Cable & Wireless (West Indies) Ltd v Dalma Hill et al**, the Court of Appeal reviewed the judgment of this Court in relation to the summary dismissal of the Respondents. At page 15 of the judgment, Berridge J.A., referring to this Court, stated:

“The Court held the view that within the ambit of Section C58 of the Labour Code the burden of proof was on the Company to show “just cause” for dismissing the Respondents and that since summary dismissal constitutes a “strong measure” the standard of proof should be strict, persua-

sive and convincing. Further, notwithstanding the fact that this is a matter of a Civil nature requiring a standard of proof on a balance of probabilities, since the matters to be proved were of a grave and weighty nature, they would expect the evidence to be correspondingly cogent and weighty in nature and content.”

The Labour Code

21. As to the reason for dismissal, Section C10 (1), of the Labour Code provides:

“Upon termination by an employer of an employee’s employment subsequent to the expiration of the latter’s probation period, the employer shall, within seven days of the termination or notice thereof, furnish to such employee a written statement of the precise reason for the termination.”

22. As to whether or not the dismissal was fair, the Court is required to determine the reasonableness or unreasonableness of the Employer’s actions by applying the test laid down in Section C58 of the Labour Code. That Section provides:

“(1) **A dismissal shall not be unfair if the reason assigned by the employer therefor**

- (a) **relates to misconduct of the employee on the job, within the limitations of section C59 (1) and (2);**
- (b) **relates to the capability or qualifications of the employee to perform work of the kind he was employed to do, within the limitations of section C59 (5).**
- (c)
- (d)
- (e)

Provided, however, that there is a factual basis for the assigned reason.

(2) **The test, generally, for deciding whether or not a dismissal was unfair is whether or not, under the circumstances, the employer acted unreasonably or reasonably but, even though he acted reasonably if he is mistaken as to the factual basis for the dismissal, the reasonableness of the dismissal shall be no defence, and the test shall be whether the actual circumstances which existed, if known to the employer, would have reasonably led to the employee’s dismissal.”**

23. Section C59 of the Labour Code provides:

(1) **An employer may terminate the employment of an employee where the employee has been guilty of misconduct in or in relation to his employment so serious that the employer cannot reasonably be expected to take any course other than termination. Such misconduct includes, but is not limited to situations in which the employee has**

- (a) conducted himself in such a manner as to clearly demonstrate that the employment relationship cannot reasonably be expected to continue;
 - (b)
 - (c) behaved immorally in the course of his duties.
- (2) Where an employee is guilty of misconduct in or in relation to his employment that is not sufficiently serious to permit his employer to terminate his employment under subsection (1) but is such that the employer cannot reasonably be expected to tolerate a repetition, the employer may give the employee a written warning which shall describe the misconduct in respect of which the warning is given and state the action the employer intends to take in the event of
- (a) a repetition of the misconduct; or
 - (b) the commission of another misconduct which is as serious as the one in respect of which the written warning was given.
- (3)
- (4)
- (5) Where an employee is no longer performing his duties in a satisfactory manner, the employer may give the employee a written warning which shall describe the unsatisfactory employment in respect of which the written warning is given and state the action the employer intends to take in the event of repetition; and, thereafter, if the employee does not during the period of three months following the receipt of the written warning, demonstrate that he is able to perform and has performed his duties in a satisfactory manner, the employer may terminate the employment of the said employee.”

Natural Justice

24. In Civil Appeal No. 4 of 2003: **The Epicurean Limited v. Madeline Taylor**, while reviewing a judgment of this Court, the Court of Appeal reminded itself of the significance of natural justice. At paragraph 33 of the judgment **Rawlins J. A.**, as he then was, stated:

“The principles of natural justice are well known, trite and ancient. It is said that rules that required a fair hearing before impartial adjudicators can be traced back to ancient times, were known in medieval precedents and reached a ‘high watermark’ in their development in Dr. Bonham’s case (1610) 8 Co. Rep. 113b. Indeed, we were reminded that, although their disobedience was obvious, even Adam and Eve were given the opportunity to speak in their defence before they were cast out from the Garden of Eden.”

25. It cannot be gainsaid that the rules of natural justice underpin the provisions of Division C of the Labour Code. The principles are especially important in relation to sections C58 and C59 of the Labour Code. Generally, save for exceptional circumstances, before dismissal, an employer has an obligation to notify the employee of the precise allegations against him and give him the opportunity to answer them and to improve if necessary.

26. As to the significance the opportunity to answer allegations and to improve, at page 89 of his treatise, **The Law of Unfair Dismissal**, (1978, Butterworths) Steven D. Anderman asserts:

“With the exception of gross misconduct or other circumstances entitling an employer to dismiss without notice, an employer is normally expected to give a final formal warning before dismissing an employee. Although the omission of a warning will not as a matter of law make a dismissal unfair, where a warning if duly given is likely to influence the result, or if there is a real possibility that it might influence the result, its omission may well make a dismissal unfair.”

SUBMISSIONS

27. At the end of the trial Mr. Lake and Mrs. Roberts-Nicholas made helpful submissions on behalf of the parties which essentially reflected their respective pleadings. Both Counsel declined the option to follow up with written submissions.

ANALYSIS

Issue 1: Whether the Employee guilty of misconduct or poor performance sufficient to justify her dismissal?

28. Section C 10 (1) of the Labour Code effectively makes it mandatory for the employer to give a particular and precise reason for a dismissal. If he fails to do so, then he will be barred from introducing or relying on any other reason at the trial.

29. The letter of dismissal is replete with generalizations and several vague allegations of misconduct and/or poor performance on the part of the Employee. Most, if not all of them, do not meet the statutory requirement for precision as established by Section C10 of the Labour Code. The main allegations include the following:

- failing to keep a list of active employees
- allowing one employee to be employed in breach of the labour laws
- failing to keep proper or sufficient records
- hiring non-nationals who had declared their passports lost
- employing an employee who had no work permit signed by the Employer
- allowing documents to go missing
- failing to keep all files complete and legally compliant.
- misleading the Employer and the Labour Department

- ceasing to follow policies and procedures
 - demonstrating poor judgment
 - demonstrating questionable ability to adequately perform duties
 - violating previous performance concerns
30. The only one of the above allegations which could possibly stand on its own without more is the first: failing to keep a list of active employees. On this point the Employer contradicts itself: paragraph 3 of the dismissal letter asserts that **“the list was not readily available”** while at paragraph 4 of the Employer’s witness statement and paragraph 3 of the Employer’s Memorandum state that **“the Employee had not maintained a list”**. The position in that regard was not or not successfully clarified by the Employer at trial.
31. In any event, for reasons which will be stated later, I accept the evidence of the Employee and find that she did keep a list of active employees and that the same was available on the Employer’s shared electronic file.
32. Having said that about the first of the allegations, I should also say that some of the other general allegations may constitute foundations on which to ground a precise reason for dismissal. However, they are not sufficient to meet the standard set by Section C10.
33. Moreover, the allegations as formulated do not contain sufficient teeth that could meet the threshold of gross misconduct to justify a dismissal under Section C59 (1) (a) of the Labour Code. Further, there is nothing in the dismissal letter alleging that the Employee committed a criminal offence or had behaved immorally in the course of her duties. In those circumstances, I am not convinced that the Employer can successfully invoke any of the provisions of Section C59 (1).
34. In the penultimate paragraph of the dismissal letter the Employer states: **“Your actions evidence extremely poor judgment; call to question your ability to adequately perform the tasks assigned to you and violates previous performance concerns.”** This statement suggests that the concerns of the Employer would have been better categorized as performance issues rather than conduct issues. This makes me inclined to conclude that it would have been more appropriate for the Employer to proceed under Section C59 (2), give the Employee particulars of her poor performance and warn her that she could face dismissal if there was any repetition.
35. Further, as to the vagueness of the Employer’s position, the dismissal letter refers to the Employee’s conduct as **“jeopardizing the company”** and says that there was a possibility of **“heavy fines”**. The letter also refers to violations which **“if left un-rectified”** would result in heavy fines. To my mind, whether the Employee’s actions should be classified as misconduct or unsatisfactory performance is answered by the Employer itself. The Employer is asserting that the violations were rectifiable. This is an important aspect which is relevant in the context of the procedure adopted by the Employer.
36. In assessing the Employer’s attempt to discharge its burden of proof that it acted reasonably, I must necessarily weigh the veracity of the evidence of the Employee vis-a-vis that of Mr. Silenceaux. Suffice it to say, I am by far more impressed with the Employee as a sincere witness. Her answers were forthright and credible. Mr. Silenceaux was at times evasive, argumentative and disingenuous. His body language and tone of voice when answering questions posed by Counsel and the Court left much to be desired.
37. In the final analysis, I find that the Employer has failed to discharge its burden of proving that the Employee was guilty of misconduct or poor performance. Accordingly, there was no sufficient factual basis for the dismissal under Section C59 (1) of the Labour Code.
38. The foregoing findings together with a brief statement on the reasonableness of the Employer’s conduct (Issue 4) would be enough to dispose of the question of liability in this matter. However, for completeness, I go on to consider the issues regarding natural justice (Issues 3 and 4)
- Issue 2: Whether the Employee was denied her right to natural justice?**
39. The practical effect of the principles and rules of natural justice dictate that, given the nature, scope and gravity of the allegations in this case, the Employer had an obligation to:
- serve the Employee with written notice with reasonable detail of the particular and precise allegations against her.
 - give the Employee an ample opportunity to answer the allegations against her and to confront her accusers and defend herself against them.
 - give the Employee the opportunity to participate in any relevant investigation
 - inform the Employee in writing of the outcome of its investigation.
40. The evidence discloses no written notice being given to the Employee about the allegations against her. What was communicated to her orally during the telephone conversation on August 27, 2010 was limited to the Labour Department’s request for a list of active employees and the Department’s preliminary review in which they found that one employee was in breach of the labour laws.
41. Whatever was said by Mr. Silenceaux during the telephone conversation on August 27, 2010, it is clear that at that time the Employer was not then in a po-

sition to make the several allegations which it eventually made. The complete set of allegations could only have been formulated after the Labour Department’s review when the Employer carried out: (a) the internal audit of non-national employees (b) the wider review of the Employee’s office.

- 42. I conclude that as at the date/ time of the telephone conversation, the Employer was not yet in a position to put to the Employee all the allegations against her. And even if it did put one or two allegations, I find that they were not sufficiently particularized and articulated so as to convey to the Employee the extent or gravity of the allegations.
- 43. There can be no doubt that the Employee was given no adequate opportunity to respond to the allegations. She was not aware of the particular allegations so had no adequate opportunity to explain her position. Moreover, she had no opportunity to confront her accusers and defend herself.
- 44. The Employer’s evidence itself makes it clear that the Employee was not involved in the investigations which happened after the Labour Department’s visit while the Employee remained on vacation. Further, it is clear that the Employee was not notified of the outcome of the investigations. In that regard, the review of the Employee’s office in her absence and without notice to her is discourteous, to say the least.
- 45. In the premises, I find as a matter of fact that the procedure adopted by the Employer was fatally flawed. The Employee was denied natural justice. She was deprived of her right to know what exactly was alleged against her; denied the opportunity to participate in the investigations, and denied her right to confront her accusers and defend herself.

Issue 3: Whether, if there was a denial of natural justice, it was significant enough to render the dismissal unfair?

- 46. Based on the facts of this case, the denial of natural justice was significant. I find that the employee did not know the precise allegation or allegations against her. She certainly was not aware of the extent of the allegations. In any event, she was given no or no sufficient opportunity to answer the allegations and, if necessary, produce and/or regularize her records and/or improve her performance.
- 47. In the circumstances of this case, I am of the firm view that there was a real possibility that the Employer’s decision would have been influenced in the Employee’s favour if the Employee was presented with the written allegations against her, allowed to participate in the investigation and given the opportunity to explain or otherwise be heard in her own defence.

Issue 4: Whether, under the circumstances, the Employer act reasonably in dismissing the Employee?

- 48. The dismissal was akin to a summary dismissal which was unjustified in the circumstances. The action taken by the Employer was a “strong measure” taken on the basis of its vague unwritten allegations made when the Employee was absent on vacation. The decision to dismiss was harsh to say the least and substantially deprived the Employee of her right to natural justice.
- 49. The Employer’s action in dismissing the Employee automatically attracted a “strict, persuasive and convincing” standard of proof. The Employer has failed to discharge its burden of proof with “cogent and weighty” evidence. In effect, the Employer has failed to show “just cause” for the dismissal.
- 50. In the final analysis, when I apply the test established in Section C58 (2) of the Labour Code, I am constrained to conclude that the Employer acted unreasonably. It is clear in my mind that the Employee was unfairly dismissed and is entitled to compensation.

THE AWARD

51. In the premises, I award compensations follows:

Basic Award for Loss of Protection

This is the equivalent of Severance Pay. In this case, the Employee worked from October 10, 2005 to September 9, 2010 a period of 4 years, 11 months. Her entitlement is one months’ pay per year or major part thereof. The award under this head is **\$18,500.00** (\$3,700.00 x 5).

Immediate Loss

This head covers the loss for the period between the date of September 9, 2010 and the trial date March 4, 2013. The Employee testified that she was unemployed for 7 months after her dismissal. Her testimony was not challenged. I would award her the sum of **\$22,200.00** representing 6 months’ salary at \$3,700.00 per month.

Future Loss

The Employee was fortunate enough to find employment at a higher rate of pay 7 months after dismissal. At the time of trial, she remained in that employment. Accordingly, I make no award under this head.

Fringe Benefits

I award the monthly sum of \$200.00 for the six-month period making a total of **\$1,200.00** under this head.

CONCLUSION

52. The total award in the sum of **\$41,900.00** (\$18,500.00 + \$22,200.00 + 1,200.00) must be paid by the Employer to the Employee on or before 31st July 2014.

Dated the 30th day of June, 2014

.....

**CHARLESWORTH O.D. BROWN
PRESIDENT**

MEMBER

I agree

.....
DR. HAYDEN THOMAS

I also agree

.....
**SAMUEL R. AYMER
MEMBER**

VACANCY NOTICE

Applications are invited from suitably qualified persons for appointment to the post of Senior Crown Counsel within the Attorney General’s Chambers.

JOB DESCRIPTION

- JOB TITLE** : **SENIOR CROWN COUNSEL**
- REPORTS TO** : **ATTORNEY GENERAL**
- SUPERVISES** : **CROWN COUNSEL AND LEGAL SECRETARY**
- CLASSIFICATION** : **GRADE 19**

A RELATIONSHIP AND RESPONSIBILITIES

- 1. Provision of professional efficient and ethical legal services to the Government of Saint Lucia in matters related but not limited to the conduct of civil litigation, provision of legal advice, drafting and vetting of contracts and other agreements.
- 2. Required to respond whenever necessary to the Attorney General and Solicitor General on matters related to work in progress.
- 3. Works under the direction of and reports to the Attorney General and Solicitor General.

B DUTIES AND TASKS

- 1. Prepares, presents and represents the Government of Saint Lucia in all civil matters in all courts in Saint Lucia and provides guidance and assistance to the Crown Counsel in the conduct and progress of matters.
- 2. Functions as a legal representative of the Government locally, regionally and internationally in matters involving civil issues.
- 3. Prepares all legal documents to be filed in civil matters.
- 4. Appears in appeals in disciplinary matters before the Public Service Board of Appeal and the Income Tax Appeals Tribunal.
- 5. Provides legal advice to all Ministries and Government Departments to ensure that the interest of the Government is safeguarded.
- 6. Drafts and vets Deeds and Agreements, Memoranda of Understanding, Contracts and Notarial documents to which Government is a party.
- 7. Reviews, vets and approves documents for Marriage Licenses, Aliens Licenses and any other related matter.
- 8. Advises the Attorney General on applications by Non-Profit Companies and applications for admission to the Bar by non-citizens.
- 9. Vets Loan Agreements with Foreign Governments or Agencies.
- 10. Processes Mutual Legal Assistance Requests (internal and external), Letters Rogatory including matters of extradition and registration of restraining orders and advising on treaty and international obligations.
- 11. Represents the office of the Attorney General on various committees, statutory bodies and other Boards established by Government.
- 12. Represents the Government of Saint Lucia at workshops, conferences and other meetings locally and overseas.

13. Liaises with other Senior Crown Counsel on matters affecting the office of the Attorney General and ensures familiarity with all major matters involving Chambers including litigation.
14. Acts as Tutor Ad Hoc in applications for adoption of infants.
15. Prepares and represents the State in the adjudication of matters, mediation, negotiation and in particular Boards of Assessment.
16. Performs such other duties as may be assigned from time to time by the Attorney General.

C **CONDITIONS**

1. Functions in a scheduled traveling post and will receive travelling allowance in accordance with approved rates.
2. Required to maintain motor vehicle for the proper performance of duties.
3. Accommodation is provided in a general administrative office.
4. Institutional support is provided through appropriate civil service regulations and departmental guidelines.
5. Salary, allowances and vacation leave are in accordance with the terms and conditions stipulated by Government in the Estimates/Collective Agreement and policy documents.
6. This post is non-pensionable.

D **EVALUATION METHODS**

Work performance will be evaluated on the basis of the following:

1. Demonstrated supervisory capabilities and interpersonal skills.
2. Punctuality and consistent attendance to duties.
3. Quality of work done and relevance of solutions.
4. Compliance with Chambers' guidelines and standard operating procedures.
5. Effective implementation of duties, responsibilities and assignments as defined in the job description.
6. Compliance with and responsiveness to supervision and level of supervision given.

E **SKILLS, KNOWLEDGE AND ABILITIES**

1. A working knowledge of and ability to interpret Legislation, Civil Service Rules and Regulations, Collective Agreements.
2. Demonstrated ability to organize and work independently on multiple tasks/projects and complete assignments within specified deadlines.
3. Ability to plan and organize work and prepare clear concise reports.
4. Extensive knowledge of the court procedure.
5. Extensive knowledge of legal principles, practices and proceedings.
6. Knowledge of Government procedures and practices.
7. A sound working knowledge of the Laws of Saint Lucia.
8. Ability to establish and maintain effective working relationships with colleagues and the Public.
9. Ability to analyse issues, interpret and make sound recommendations.
10. Proven ability to solve legal problems in a methodical and practical way.

F QUALIFICATIONS AND EXPERIENCE

1. Master's Degree in Law and a Legal Education Certificate plus five (5) years legal experience.
- OR**
2. Bachelor's Degree in Law and a Legal Education Certificate plus a minimum of seven (7) years legal experience.

Applications, along with two references and certified copies of documents pertaining to qualifications, should be addressed to:

The Secretary
 Judicial and Legal Services Commission
 2nd Floor, Heraldine Rock Building
 The Waterfront, Castries
 Saint Lucia, W.I.

to reach her no later than **Friday, 26th August 2016**.

NB: Applications may also be submitted via email to jisc@eccourts.org. Unsuitable candidates will not be acknowledged. Candidates meeting the minimum qualifications and experience may not be considered for an interview. Only the candidates with the best qualifications and experience will be shortlisted for interview.

OBITUARIES

The Government of Antigua and Barbuda records with regret the deaths of the following Sundry Officers:-

- i) **Mrs. Marilyn Wharton**, Trained Teacher I,
Ministry of Education – 20th August, 2015;
- ii) **Mr. Wayne Weaver**, Acting Bailiff,
Ministry of Legal Affairs -11th July, 2015;
- iii) **Mrs. Cheryl Inverary**, Nursing Assistant,
Clearview Psychiatric Hospital, Ministry of Health -17th August, 2015
- iv) **Mr. Kevis Airall**, Customs Guard,
Customs and Excise Division, Ministry of Finance -17th October, 2015,
- v) **Mr. Oslin Vernon Herbert**, Collections Officer,
Inland Revenue Department - 13th December, 2015;
- vi) **Ms. Judith Humphreys**, Senior Executive,
Government Printery, Ministry of Legal Affairs - 26th December, 2015,
- vii) **Mr. Devonson James**, Customs and Excise Division,
Ministry of Finance – 28th January, 2016,
- viii) **Kyle Williams**, Acting Customs Guard,
Customs and Excise Division - 24th March, 2016.

ANTIGUA AND BARBUDA
 IN THE HIGH COURT OF JUSTICE
 AD 2016

NOTICE IS HEREBY GIVEN that Monday the 19th day of September, 2016 at 9:00 o'clock in the forenoon has been fixed as the date and hour for the commencement of the hearing of the ensuing Circuit for the trial of Criminal Cases in Antigua and Barbuda.

Dated the 20th day of July, 2016

Registrar,
High Court of Justice.

VACANCY NOTICE

Presiding Judge

Commercial Division of the High Court, Eastern Caribbean Supreme Court**Appointing Authority:**

Judicial and Legal Services Commission of the Supreme Court established under the Courts Order 1967 (Imperial Legislation Statutory Instrument No 223 of 1967) and chaired by the Chief Justice of the Eastern Caribbean Supreme Court (“the ECSC”)

The Commercial Division:

The Commercial Division of the ECSC is a superior court of record which hears and determines Commercial Cases as defined in the Civil Procedure Rules of the ECSC. The bulk of the work of the Commercial Division consists of high-value cross-border litigation with a base in financial services, international commerce and company and insolvency law. Appeals from decisions of the Commercial Division are heard by the Court of Appeal of the ECSC, from which appeals lie to HM Privy Council.

Duties and Responsibilities:

1. To hear and determine all claims commenced in the Commercial Division of the High Court, Eastern Caribbean Supreme Court (‘the Commercial Court’) including all interim and other applications made in the course of such proceedings. While the bulk of such claims will be commenced and heard in the Commercial Court sitting in Tortola, British Virgin Islands, the Commercial Court Judge may, at the direction of the Chief Justice, hear claims originating from the six states and two other UK Overseas Territories which comprise the territorial jurisdiction of the ECSC, whether in Tortola or in the particular state or Overseas Territory in question
2. To constitute and convene a Commercial Court Users Committee comprising representatives of local law firms which regularly make use of the facilities of the Commercial Court (‘the Committee’)
3. To keep under review, in conjunction with the Committee, the functioning of the Commercial Court Registry and to make such recommendations as may seem expedient for ensuring the efficient management of cases proceeding in the Commercial Court
4. To keep under review, in conjunction with the Committee, the practice and procedure of the Commercial Court and to make such recommendations for its development as may seem expedient
5. Before expiration of term, to provide such advice and assistance to a successor Judge as may be necessary to enable a seamless handover

Qualifications & Experience:

The suitable candidate should possess at least then (10) years’ experience as a Judge in a Court within the Commonwealth which has Civil jurisdiction in cross-border or International Commercial cases

OR

At least five (5) years’ experience as a Judge in a specialised court dealing with such cases

OR

At least ten (10) years practise as a leading Attorney at Law specializing in Litigation involving cross-border or International Commercial cases

Term:

Three years or any agreed extension of same

Residence:

Tortola, British Virgin Islands

Salary and benefits:

- a) Gross Salary: USD\$200,000 per annum, free of tax, payable monthly in arrears (comprising base salary and other allowances)

- b) Six calendar weeks' or 42 calendar days' vacation per annum
- c) Medical insurance coverage
- d) Fully furnished rent free accommodation and all associated utilities
- e) Driver and vehicle
- f) Passage for appointee, spouse and under age children at commencement and end of contract

Applications:

Application Forms can be accessed on the Courts website at: www.eccourts.org. **Applications must be accompanied by a complete curriculum vitae and full details of all relevant experience. Applications must be submitted by 31st August, 2016 by email, hand delivery or courier to:**

**The Secretary
Judicial & Legal Services Commission
P.O. Box 1093 Castries
St. Lucia, W.I.
Email: jlsc@eccourts.org
Tel: 1 758 457 3600**

ANTIGUA & BARBUDA

Legal Profession Act. No. 22 of 2008

NOTICE OF APPOINTMENT

BY VIRTUE of the accordance with section 1 of the Fifth Schedule of the **Legal Profession Act. No. 22 of 2008**, I hereby appoint the following persons to serve as members of the Disciplinary Committee of the Antigua & Barbuda Bar Association established by the section 36 (1) of the said Act for the purpose of dealing with complaints against Attorneys-at-Law with effect from 16th July 2016 – 15th July, 2019, a period of three (3) years. However, Ms. Burnette's term will be for the duration of her appointment as President of the Bar Association.

- Mr. Clement Bird – Chairman
- Mrs. Monique Francis Gordon - Vice Chairman
- Ms. C. Kamilah Roberts – (Member)
- Ms. Jacqueline James (Member)
- Ms. Denise Armstrong (Member)
- Mr. Frank Henry, (Member)
- Ms. C. Debra Burnette (President of the Bar /Ex Officio Member)

Given under my hand at
the Chief Justice's Chambers
Castries, Saint Lucia
This 11th day of July, 2016



**DAME JANICE M. PEREIRA, DBE
CHIEF JUSTICE**



FINANCIAL SERVICES REGULATORY COMMISSION

Notice of Revocation of Licence

Pursuant to Section 236 (1)(d) of the International Business Corporation Act Cap. 222 (as amended), the Financial Services Regulatory Commission, the statutory regulator of International Business Corporations which include International Banks registered and licensed in the State of Antigua and Barbuda; hereby advise that the registration of **Ansbacher (Antigua) Ltd (formerly PKB Privatbank (Antigua) Ltd.)** (International Business Corporation Licence No. 3873) has been cancelled on the ground that the international bank has ceased to carry on the international business for which the licence was issued, effective July 5th, 2016.

As a consequence of the cancellation of the licence, **Ansbacher (Antigua) Ltd (formerly PKB Privatbank (Antigua) Ltd.)**, is not authorized to conduct any banking business in or from within the State of Antigua and Barbuda or any other jurisdiction.

Brenda Sheppard

Brenda Sheppard

Chief Executive Officer

Financial Services Regulatory Commission (Antigua and Barbuda)

EASTERN CARIBBEAN SUPREME COURT

VACANCY NOTICE

Suitably qualified applicants are invited to fill the position of:

HIGH COURT JUDGE

To serve in any of the Member States and Territories of the Eastern Caribbean Supreme Court. Applicants may be posted in a Member State or Territory despite being a citizen or resident of that country if the circumstances permit.

Applicants for the position of High Court Judge must (a) be or have been a judge of a court of unlimited jurisdiction in civil and criminal matters in some part of the Commonwealth or a court having jurisdiction in appeals from such a court; or (b) be qualified to practise as an advocate in such a court, and has so practised for a period or periods amounting in the aggregate to not less than 10 years.

TOTAL BASIC SALARY: EC\$16,465.00 monthly inclusive of transportation and entertainment allowances.

Interested persons may download an application package from the Eastern Caribbean Supreme Court's Website – www.ec-courts.org or request in writing from:

The Secretary
Judicial and Legal Services Commission
P. O. Box 1093
The Waterfront
Castries
St. Lucia, W. I.
Telephone: [758] 457-3600
Fax No.: [758] 451-6838
Email: jpsc@eccourts.org

Deadline for receipt of applications: **Monday, 15th August 2016.**
Note: Only suitably qualified applicants will be acknowledged.

REPRESENTATION OF THE PEOPLE ACT, CAP. 379

In accordance with the provision of the Representation of the People Act, Cap. 379, it is notified for general information that copies of the List of persons who have applied to be registered as Electors during the period **1st to 30th June, 2016** have been posted in the respective Constituencies of Antigua and Barbuda and at the Electoral Commission, Queen Elizabeth Highway.

Claims and Objections should be filed with each Registration Officer on or before **3rd August, 2016** on a form which can be obtained from him/her.

Particulars where Lists are posted and location of the Registration Officers are as follows:—

<i>Constituency</i>	<i>Office Location and/or Residence/Names</i>	<i>Places where lists are displayed</i>
1. St. John's City West	Villa Primary School Mrs. Sally-Ann Browne <i>Registration Officer</i>	Vick's Place, St. John's Street; Antigua Worker's Union Hall, Newgate Street; R & B Best Buy; Leaze's Superette, Amy Byers Street, Percival Gas Station, Fort Road.
2. St. John's City East	Peace Corps Building Factory Road Mr. Dave Browne <i>Registration Officer</i>	Spring Garden; Brodie's Shop; ALP St. John's City East Branch; Mrs. Anthony's Shop; Silver Streak Bakery; UPP St. John's City East Branch.
3. St. John's City South	Peace Corps Building Factory Road Mr. Steve Henry <i>Registration Officer</i>	EVC Pharmacy, New & Temple Streets; Robinson's Service Station, All Saints Road; Mega Store, All Saints Road; Heavy Spare Building, All Saints Road.
4. St. John's Rural West	Multipurpose Centre Ms. Veronica Joseph <i>Registration Officer</i>	Highway Pub, Five Islands; Exhibition & Cultural Centre; Greenbay Police Station.
5. St. John's Rural South	Agricultural Extension Division Valley Road Miss Nicole Christian <i>Registration Officer</i>	Health Centre, All Saints Road; Carmen's Retail Shop, Ottos New Town; Agricultural Extension Division, Valley Road; Golden Grove Service Station, Golden Grove Main Road; Dagan's Bakery, Baxter Street.
6. St. John's Rural East	Chaia Building (Local Government Office) Cross Street Ms. Valerie Gonsalves-Barreiro <i>Registration Officer</i>	Walts Supermarket; Christo's Supermarket; Ragens (Rawlins) Supermarket; Wheels Supermarket
7. St. John's Rural North	Peace Corps Building Factory Road Mrs. Jeff Michael <i>Registration Officer</i>	First Choice Supermarket, Anchorage Road; Kareem's Supermarket, Yorks; Extreme Health & Fitness Ltd., Friars Hill Development; Cedar Grove Primary School; North Shore Supermarket, Coolidge Police Station.
8. St. Mary's North	Molyneaux Building Golden Grove Mr. Ralph Henry <i>Registration Officer</i>	Jennings Clinic; Bendals Clinic; Browne's Avenue Clinic.
9. St. Mary's South	Bolans Primary School Ms. Anika Anthony <i>Registration Officer</i>	Johnson's Point Clinic; Ms. Agatha McKay's Shop, Urlings; Aunt Mem's Supermarket, Bolans.
10. All Saint East & St. Luke	Former All Saints Health Clinic Mr. Ian Hughes <i>Registration Officer</i>	Coles Supermarket, All Saints; P.J. Supermarket, Swetes; A.J. Superette, Swetes; Carty's Shop, John Hughes; Ponds View Superette, Old Road; Fadie's Restaurant, All Saints; Money Barbershop, Old Road.

11. All Saints West	Former All Saints Clinic Mrs. Janet Proctor <i>Registration Officer</i>	All Saints Police Station; Verdellas Shop, Buckleys; LICS Ltd., All Saints Road; Risk Takers Supermarket, Freemansville; Country Harlem Supermarket, Seaview Farm;
12. St. George	Potters Primary School Ms. Generis Robinson <i>Registration Officer</i>	C & J Supermarket, New Winthropes; Mr. Peter's Shop, Barnes Hill; New Winthropes School, Judges Hill; Ms. Adie's Shop, Pigotts; CIC Food Emporium, Pigotts; Mussington Supermarket, Pigotts; Richardson Supermarket, Potters; D's Superette/Sassy Wholesale, Potters Main Road; Jay & Jen Superette, Potters.
14. St. Philip North	St. Bartholomew Centre Ms. Nesta Baltimore <i>Registration Officer</i>	Ruth Nicholas Shop, Seatons; Supermarket, Glanvilles; Willikies Police Station; Ms. Thomas' Shop, Willikies; Phylis Peters Shop, Newfield; Glanvilles Service Station.
15. St. Philip South	Bethesda Sports Club Ms. Almarie Carty <i>Registration Officer</i>	Nora Phillip's Shop, St. Philip; Post Office; Carty's Shop, Bethesda; Murrain's Supermarket, Bethesda; Police Station; Supermarket on main road, Freetown.
16. St. Paul	Gracehill Moravian Church Ms. Albertine Richards <i>Registration Officer</i>	Liberta Police Station; Dockyard Police Station; Spencer's Supermarket, Liberta; Bailey's Supermarket, Falmouth.

FORM 5

**Notice as to Making Claims and Objections
For the ST. JOHN'S CITY WEST Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. John's City West Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Mrs. Sally-Ann Browne,
Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ST. JOHN'S CITY EAST Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. John's City East Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Mr. Dave Browne,
Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ST. JOHN'S CITY SOUTH Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. John's City South Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Mr. Steve Henry,
Registration Officer,
for the said Constituency.

FORM 5

Notice as to Making Claims and Objections
For the ST. JOHN'S RURAL WEST Constituency
Representation of the People Act, Cap. 379
Registration Regulations
(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. John's Rural West Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Ms. Veronica Joseph,
Registration Officer,
for the said Constituency.

FORM 5

Notice as to Making Claims and Objections
For the ST. JOHN'S RURAL SOUTH Constituency
Representation of the People Act, Cap. 379
Registration Regulations
(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. John's Rural South Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Miss Wakiesha Peters,
Acting Registration Officer,
for the said Constituency.

FORM 5

Notice as to Making Claims and Objections
For the ST. JOHN'S RURAL EAST Constituency
Representation of the People Act, Cap. 379
Registration Regulations
(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. John's Rural East Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Ms. Valerie Gonsalves-Berreiro,
Registration Officer,
for the said Constituency.

FORM 5

Notice as to Making Claims and Objections
For the ST. JOHN'S RURAL NORTH Constituency
Representation of the People Act, Cap. 379
Registration Regulations
(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. John's Rural North Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Ms. Hyacinth Joyce,
Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ST. MARY'S NORTH Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. Mary's North Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Mr. Ralph Henry,
Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ST. MARY SOUTH Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. Mary's South Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Ms. Anika Anthony,
Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ALL SAINTS EAST & ST. LUKE Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **All Saints East & St. Luke Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Mr. Ian Hughes,
Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ALL SAINTS WEST Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **All Saints West Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Mrs. Janet Proctor,
Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ST. GEORGE Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. George Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Mrs. Generis Robinson,
Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ST. PHILIP NORTH Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. Philip North Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the

hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Ms. Nesta Baltimore,
Acting Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ST. PHILIP SOUTH Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. Philip South Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Ms. Almarie Carty,
Registration Officer,
for the said Constituency.

FORM 5

**Notice as to Making Claims and Objections
For the ST. PAUL Constituency
Representation of the People Act, Cap. 379
Registration Regulations**

(Regulation 15)

NOTICE is hereby given that Claims and Objections with respect to the electors' lists published on the **7th July, 2016** shall be made to the Registration Officer for the **St. Paul Constituency** commencing on the **8th July, 2016** between the hours of 9 a.m. and 4 p.m. and ending on the **3rd August, 2016**.

NOTICE is also given that on the hearing of a claim the person making the claim, and on the hearing of an objection, the objector and the person objected to, and on the hearing of either any other person who appears to the Registration Officer to be interested, shall be entitled to appear

and be heard either in person or by any other person on his/her behalf or by counsel.

NOTICE is also given that the right to appear and be heard includes the right to lodge with the Registration Officer any written representations that he may wish to make.

Ms. Albertine Richards,
Registration Officer,
for the said Constituency.