

INDUSTRIAL TRIBUNAL

**COURT #2 FREEPORT INSURANCE CENTER, 21B WEST MALL & POINCIANA
DRIVE, FREEPORT, GRAND BAHAMA, COMMONWEALTH OF THE BAHAMAS**

Before

MRS. HELEN J. ALMORALES-JONES (VICE-PRESIDENT)

(SITTING ALONE)

ANDRUNIQUE STURRUP

APPLICANT

EXCEL INSTITUTE OF ARTS

RESPONDENT

ORDER OF DISMISSAL

APPEARANCES

For the Applicant

No appearance

For the Respondent

No appearance

WHEREAS:

- 1) On the 2nd April, 2025, **Andrunique Sturrup** ("the Applicant") filed a **Report of a Trade Dispute** against **Excel Institute of Arts** ("the Respondent") with The Department of Labour in Freeport, The Bahamas, which stated, inter alia:-

(5) **Issue relevant to the dispute:** *Vacation pay, Wages owed, Unlawful deductions (NIB), Breach of Contract, Constructive Wrongful dismissal, Constructive Unfair dismissal, Severance pay and Notice pay;*
- 2) By a **Certificate of Referral** dated the 19th September, 2025 (received on the 20th November, 2025), the Honourable Minister of Labour And The Public Service referred the said trade dispute to the Industrial Tribunal, Northern Region ("the Tribunal");
- 3) At 10:10 a.m. on the 27th November, 2025, the Tribunal Clerk personally served the **Applicant** with a **Form A** (Originating Application) in accordance with **Rule 5(1)** of **The Industrial Relations Tribunal (Procedure) Rules, 2025** ("the said Rules");
- 4) The Applicant filed a **Form A** (Originating Application) on the 8th December, 2025;
- 5) The Respondent is an unregistered business that used to conduct the business of a school at West Mall Drive, Freeport, Grand Bahama and has ceased operation;
- 6) The Tribunal has exhausted all efforts to serve the Respondent with a copy of the **Form A** (Originating Application) together with a **Form C** (Notice of Originating Application) and a **Form D** (Notice of Appearance), in accordance with **Rule 7(1)** of the said Rules;
- 7) Pursuant to **Rule 22(1)** of the said Rules, the Tribunal permitted this matter to be set for Call Over to ensure that the case proceeds in a timely, efficient and just manner and to prevent undue delay or the accumulation of a backlog of cases;
- 8) The Tribunal served both parties with the Call Over date by substituted service, namely, the publication of a **Notice of Call Over** in **The Nassau Guardian Newspaper, Thursday, February 12th, 2026 Edition**, notifying both parties that this matter was set for Call Over before the Industrial Tribunal, Northern Region, The Bahamas, at 10:00 a.m. on Friday, 27th February, 2026; and
- 9) Both parties failed to appear before the Tribunal at 10:00 a.m. today, Friday, 27th February, 2026;

IT IS HEREBY ORDERED THAT the Applicant's **Form A** (Originating Application) be struck out for want of prosecution pursuant to **Rule 21(1)(f)** of the said Rules.

DATED: This 27th day of February, A.D., 2026.

**Her Honour, Helen J. Almorales-Jones,
Vice-President**