



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs P. Winnicka

**Respondent:** (1) PMP Recruitment Ltd  
(2) Amazon UK Services Ltd

**Heard at:** Watford

**On:** 20 June 2019

**Before:** Employment Judge McNeill QC

## **Representation**

Claimant: In person (assisted by an Interpreter)  
First Respondent: No attendance  
Second Respondent: Miss A. Ahmed (Counsel)

## **Judgment – Open preliminary hearing**

1. The issue of whether the claimant's claim against the second respondent, that she was not provided with a permanent contract because of her pregnancy, was presented out of time and, if so, whether it would be just and equitable to extend time, will be determined by the tribunal at the full merits hearing commencing on 25 November 2019.
2. The claimant clarified her claim against the second respondent. She said that she was first offered a permanent contract by the second respondent in May 2017 but the contract was not provided. After the second respondent learned of the claimant's pregnancy on 23 September 2017 and because of her pregnancy, the second respondent continued not to provide the claimant with the permanent contract but rather offered her only a three month fixed-term contract. The second respondent's failure to provide the permanent contract continued, the claimant said, up until 11 January 2018, when the claimant ceased working for the second respondent. The tribunal determined that the time limit issues could not fairly be determined as preliminary matters but required proper scrutiny of all the evidence at the full merits hearing.
3. For the avoidance of doubt, the claimant's claims set out at paragraphs 10

to 14 of her particulars of claim are permitted to proceed subject to any time limit issues to be determined by the full tribunal.

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Employment Judge McNeill QC

Date: 20 June 2019

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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