



EMPLOYMENT TRIBUNALS

Claimant: Mr J Maurin-Massa

Respondents: 1. PMP Recruitment Limited
2. Amazon UK Services LTD

JUDGMENT FOLLOWING RECONSIDERATION

The claimant's application dated **23 November 2022** for reconsideration of the judgment sent to the parties on **10 November 2023** is refused.

REASONS

There is no reasonable prospect of the original decision being varied or revoked.

In terms of the date of the alleged race discrimination, the two acts of alleged discrimination by Amazon were:

- a. Requiring the claimant's removal from the site; and,
- b. Withdrawing an offer of permanent employment with Amazon.

It was agreed at the hearing that both of those acts must have happened on 27 June 2021 (although Amazon denied that there was a permanent offer that could be withdrawn). The claimant therefore had three months (less a day) from 27 June 2021, i.e. 26 September 2021, to start his claim. 30 July 2021 is not the correct date from when this time limit would start to run, as it is not the date on which the alleged discrimination is said to have occurred.

Employment Judge Shastri-Hurst
Dated: 1 September 2023