



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms E Mcguiness

**Respondent:** Green Shift Energy Limited

**Heard at:** Newcastle upon Tyne (by CVP)

**On:** 16 April 2026

**Before:** Employment Judge Heather

## Appearances

For the claimant: in person

For the respondent: Ms A Gentile (HR), Mr L Clough (Director), Mr M Marken (Director), Mr B Marken (Director)

# JUDGMENT

The judgment of the Tribunal is as follows:

## Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in June 2025.
2. The respondent shall pay the claimant **£93.40**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

## Notice Pay

3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant **£283.13** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

**Approved by:**  
**Employment Judge Heather**

**16 April 2026**

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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