

been f\*\*\*\*\* crap since March” – the month in 2013 when his partner killed herself. Scientist Mr Garbett, a principal environmental consultant, resigned after the outburst and has now successfully sued the firm for constructive dismissal.

Employment Judge Lucy Wiseman ruled the incident amounted to a breach of trust and confidence between Mr Garbett and his employer, adding that Mr Fleming had “shot from the hip” knowing his employee was in a fragile state.

She added: “Mr Garbett had, prior to March 2013, had no issues

ing effect on the claimant; there was evidence regarding weight loss, impact on appearance and a general description that he was not the man he once had been.”

After the bereavement, Mr Garbett took compassionate leave before returning on March 25.

The following August, an issue arose about work and Mr Fleming emailed Mr Garbett, questioning his judgment and professionalism.

Mr Garbett went to the director’s office to discuss this but was met with hostility.

A written judgment on the case



**BOSS:** Duar Fleming was said to have “shot from the hip”.

said: “Mr Fleming lost his temper with Mr Garbett: he stood up, placed his hands on his desk, leaned forward and said to the him: ‘You’ve got a f\*\*\*\*\* cheek

ing agreed but swore again. The tribunal heard Mr Garbett was extremely upset and viewed the outburst as an attack on his professionalism and competence.

Mr Garbett, who had worked for the firm for two years, resigned the next day.

Envirocentre claimed the incident was a “workplace spat”.

But Judge Wiseman said: “We could not accept that for the following reasons: firstly, Mr Fleming knew of the suicide of the claimant’s partner. The claimant was vulnerable and in an emotionally

The judge ruled Mr Garbett, who now works for the Scottish Environment Protection Agency, was constructively dismissed and awarded him £22,611. The Glasgow-based firm was told to pay his fees of £1,200.

A spokeswoman for Envirocentre said the changing nature of employment guidelines can result in small-to-medium firms such as theirs unwittingly falling foul of employment regulations, and added: “We have since put additional measures in place to assist the business in the future.”

Government for giving the go-ahead for four offshore wind farms in the Firth of Forth.

Whale and Dolphin Conservation says it is supportive of efforts to reduce climate impacts and move away from the use of fossil fuels.

However, it says the decision by Scottish Ministers to consent the four offshore wind farms off the Forth and Tay “will drive another nail in the coffin of the local harbour seal population”.

“The rapidly declining harbour seal population at the Firth of Tay and Eden Estuary Special Area of Conservation is predicted to become locally extinct in less than 10 years,” said WDC.

“They are part of a bigger national population whose status is ‘unfavourable, inadequate’. The dramatic decline of this population and the failure of the Scottish Government to maintain the population at favourable conservation status is a continuing breach of European environmental legislation.

“The Scottish Government does not have a clear strategy to reverse this decline.”

RSPB Scotland has already said the developments threaten Scotland’s internationally important marine wildlife and in particular large colonies of gannet, kittiwake, puffin and razor-bill that breed along the coast and forage for food in the surrounding seas.

The Scottish Government says the wind farms could provide enough energy to power more than 1.4 million homes.

Energy Minister Fergus Ewing said the developments would have to meet strict rules on protecting the local environment.

## Elderly alone charity

inks,” she said. “Our new research highlights the importance of social contact for older men.

Poor physical and mental health is much more likely for the most socially isolated and lonely men.”

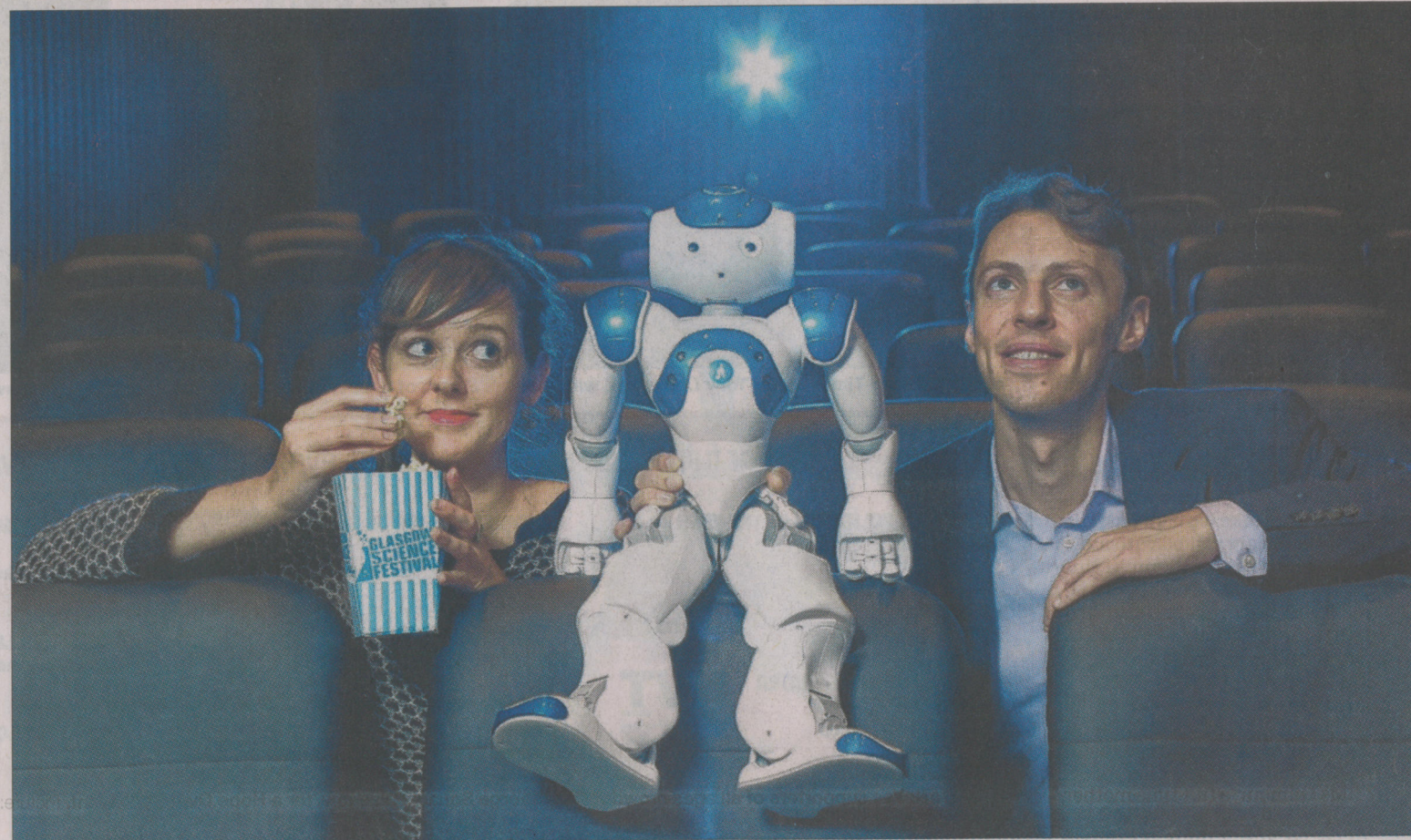
In October last year, Mr [Name] told the National Children and Adults Services (NAS) conference in York that many older people are left isolated because their own family members do not visit them and said people should examine how they treat their own parents and grandparents.

He said there was a broader problem of loneliness that in our busy lives we have utterly failed to confront as a society”.

The latest report found in 2013 more than 1.2 million people in the UK aged 50 and over reported feeling a moderate to high level of social isolation.

Almost one-quarter (23 per cent) saw their children less than once a month.

## Science without fiction



SCIENCE experts have teamed up with film enthusiasts to try to explain whether what is seen on

films is possible in reality. Dr Zara Gladman of Glasgow Science Festival and Dr Maurizio

Filippone of Glasgow University are among those who will delve into the science behind movies,

in a venture with Glasgow Film Theatre. Picture: Colin Mearns