

# Hotel manager with TB 'told to go back to Africa'

A HOTEL manager who contracted the deadly bug tuberculosis was told in a 'spiteful' anonymous note at work that he should go back to Africa with his family and take their disease with them, a tribunal has heard.

Carlton Crabtree was in the 'number two' management position at the Metro Hotel Dublin Airport when he contracted TB that resulted in his hospitalisation during the summer of 2014.

According to the Employment Appeals Tribunal, Mr Crabtree's TB diagnosis had a knock-on effect in the workplace as all of his colleagues at the hotel were compulsorily tested for TB.

The EAT said: 'It seems that some of Mr Crabtree's colleagues were upset by the exposure to TB and blamed him.'

By Gordon Deegan

The EAT said that Mr Crabtree received at least one anonymous letter 'which appears to have had threatening overtones and in particular suggested that Mr Crabtree and his family return to Africa and take their disease with them'. An investigation was launched to identify the author of the note and although the CCTV footage seemed to point to one employee, nothing was ever substantiated.

The EAT said that in his evidence, Mr Crabtree - the food and beverage manager at the hotel - was clearly embittered by the company's failure to protect him over this spiteful note and in subsequent events believed the company applied double stand-

ards in its treatment of employees. It was against this background that Mr Crabtree and the hotel general manager had a row after the general manager reprimanded him over the cleaning and maintenance of the kitchen and bar in October 2014.

After the row, Mr Crabtree said in two separate conversations with colleagues that he would hit the manager. This was related back to the manager, who launched an investigative and disciplinary process that led to Mr Crabtree's sacking.

Mr Crabtree claimed unfair dismissal, but the EAT found his actions were indefensible and gave cause to the only course of action open to his employer.

The tribunal upheld the decision to dismiss.

# Dr Mark Dooley



## MORAL MATTERS

# Silence is the soil in which we truly grow

**E**ACH age has its plagues, those habits or disorders which undermine good health. We all desire perfect health and yet we persist in doing things which rob us of that objective. There is, however, a pathway which few take, but one which leads to balance, harmony and vitality.

The tree takes root, matures and blooms. When planted in the right conditions, it grows according to an inner logic. Built into the very essence of the tree is a goal towards which it naturally progresses.

We do not plant trees in concrete simply because they would not grow. We sow the seed in good soil and nature does the rest. The tree then matures as a tree should, and continues to do so as long as the conditions are favourable.

So it is with all things in nature - except us. Leave an animal to its own devices and it will do what that animal should. We, however, have the capacity to do and act as we should not.

We are the most sophisticated beings on Earth, and yet we are the only creatures that consciously do what is bad for us. We are the only creatures that knowingly do things detrimental to good health. Of those, the most damaging is our propensity to live to excess.

So many people desire to alter reality, to consume or do things which will enable them to 'switch off'. However, most of those things, especially when done to excess, have a negative impact upon health. If health is the barometer of what counts as 'good' living, then doing anything to excess must be bad.

In choosing what is bad in order to feel good, we deny our nature. The fact that we can choose to live unhealthily does nothing to undermine the reality that we are part of nature and, given the right conditions, will flourish as humans should. Like the tree, we too have a goal towards which we naturally move.

The simple truth is that we cannot truly flourish if we eat, drink or work to excess. Neither can we thrive if we excessively starve ourselves. Both are extremes which are harmful to body and mind.

We know that, because sickness or disharmony is the usual consequence of living to excess.

Sickness is nature's way of telling us that we are living badly. The key to health is, therefore, to strike a balance between extremes.

The Ancients said that anyone who lived harmoniously would naturally thrive. The balanced or virtuous person knows when to say no. He also knows that moderation will never result in sickness.

Today, however, we live in a world that never sleeps. In this era of the image, we crave excessive stimula-

tion. The fact that so many are tortured by stress and anxiety proves that we have become addicted to cyber stimulants.

The consequence, in the workplace and the classroom, is chronic fatigue and poor concentration.

The great plague of our time is the delusion that we are locked into this prison house of images. It is that we are somehow stranded in virtual reality, in this no-man's-land where we never switch off.

The fact that so many are chronically stressed shows that we are doing something very wrong. It is a signal that we need to rediscover a balance between stimulation and contemplation, between the surface of our experience and the depth.

That is because we are not meant to live solely on the surface. The most beautiful aspect of our nature is that we are not condemned to live exclusively on the surface.

The fact is that we can move beyond the surface to a place of tranquility, a place from which inner harmony flows like a silver spring.

We all know that sleep heals. However, sleep alone cannot re-balance the system in an optimum way, especially if a person is excessively stranded on the surface. What they require in order to switch off are daily doses of silence, peace and contemplation.

The wonder of our condition is that, in simply closing our eyes, we can dive deep into a place of supreme stillness. This is a place of energy, harmony and vitality. It demands nothing of us except to sit in silence, in the peace that exceeds all comprehension.

**T**O do this for a few minutes, three or four times daily, is to nourish an essential part of ourselves.

It is to mine the depths of our being in order that we might experience that life-giving energy which we all possess. However, by living without respite on the surface, we simply cannot savour that natural state of health and harmony.

The 'kingdom of Heaven is within you'. This means that we have both an active and a contemplative side. If, however, our active side is not nourished by the contemplative, we will fall out of balance and experience disharmony and ill-health.

Never before has our world been so desperate for silence and stillness. Never before have we been so out of balance, so far removed from that natural pathway to human harmony. Today, we are like trees planted in concrete, unable to penetrate the surface so as to root ourselves in the depths below.

We cry out for health, harmony and happiness, and yet the key to it all is neither money, material abundance or excess of any kind.

It is simply the recognition that silence is the only soil in which we humans can truly grow.

mark.dooley@daily@mail.ie

# WATCH EVERY EPISODE EVER

GAME OF THRONES® - EXCLUSIVELY ON SKY BOX SETS



Upgrade to Sky Box Sets for just €7.50 a month and discover the show that everybody's talking about

- ✓ 300 Box Sets On Demand
- ✓ Seasons 1-5 of Game of Thrones
- ✓ 65 stunning HD channels



Upgrade today  
Search 'Sky Box Sets' or call 0818 762 817



Sky Box Sets available to all Sky TV customers with a HD subscription. 12 month minimum term applies. Game of Thrones Seasons 1-5 available until 14 June 2016.

Game of Thrones® © 2016 Home Box Office, Inc. All rights reserved. HBO® and all related programs are the property of Home Box Office, Inc. Requires Sky TV with HD, compatible box, broadband connection (min recommended speed 2Mbps). Set-up costs may apply. Selection of shows varies each month. Standard HD price of €15 extra per month applies after 12 months. New 12 month min contract and further terms apply.