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After-hours misconduct does not justify firing

The department of employment and labour says the Occupational Health and Safety Act does not give employers a right to discipline employees who flout Covid-19 regulations outside of work.

The department was responding to comments by a legal advisor who said employers can discipline workers who flout rules outside of work if they have relevant policies in place.

On Tuesday labour expert Justin Hattingh, a senior legal advisor at Strata-g Labour Solutions, said employers can exercise this liberty if they have policies in place.

The department did not agree with the assertions by Hattingh. **TimesLIVE**