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The union could thus no longer claim that this was a protected strike.

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# Disciplinary action against 10111 workers

**GETRUDE MAKHAFOLA**

THE SAPS management has begun laying disciplinary charges against striking 10111 crime call centre staff members who failed to return to work as instructed, a police spokesperson said yesterday.

Brigadier Vishnu Naidoo said the SA Police Union (Sapu) was aware of a binding signed agreement and that they could no longer claim that theirs was a protected strike. "While the majority of these employees have returned to work, some have not and the necessary disciplinary action is being instituted against those members who have chosen not to return to work," Naidoo said.

Sapu members stood their ground last week when SAPS management instructed them to return to work by Friday or face disciplinary charges, as the strike was deemed unlawful.

This followed the agreement that the SAPS said it had signed with majority union Police and Prisons Civil Rights Union (Popercu) at the industry's Safety and Security Sectoral Bargaining Council in August.

Sapu said it would not sign the agreement, as it did not address their demands. It further threatened to take the SAPS to court. The union said this week it would intensify its strike action and march to the seat of government - the Union Buildings in Pretoria - on October 16.

The crime call centre workers first downed tools in July after wage negotiations deadlocked. The strike was temporarily suspended a few days later when negotiations resumed at the Commission for Conciliation, Mediation and Arbitration (CCMA).

Sapu then resumed the strike after accusing rival union Popercu of stalling the CCMA talks.

Workers have demanded salary upgrades to the same level as other call centre workers at the Department of Home Affairs, SA Social Security Agency, SA Revenue Service and the presidential hotline, among others.

The salary upgrades were recommended in 2013 by a task team set up by then police commissioner Riah Phiyega. - ANA