



FOR PSA MEMBERS: **DEPARTMENT OF SCIENCE, TECHNOLOGY AND INNOVATION (DSTI)**

05-12-2025

Feedback: DSTI Departmental Bargaining Chamber – 3 December 2025

Departmental vacancies

The Department has 125 vacant positions, with a vacancy rate of 25%. Three positions were advertised and once filled, will decrease the number of vacant positions to 122. This will reduce the vacancy rate to 24.35%. A total of 14 priority positions were identified. These positions will be filled based on the availability of funds. Two employees terminated their service with the Department. The employer embarked on physical verification of employees and over 300 employees were verified since the beginning of the project on 21 October 2025. The employer is planning to finalise the project in January 2026 as it must submit the consolidated report on 28 February 2026. The Department is processing applications for the Early Retirement Programme and Voluntary Exit Programme for qualifying employees in line with the DPSA determination and directives.

DSTI building

The employer previously reported that the Department of Public Works and Infrastructure has completed assessing bids received for this project and that the Bid Adjudication Committee would review a presentation on the suggested contractor. During this period of reporting, the employer confirmed that the Bid Adjudication Committee has completed its processes, and a contractor has been appointed. Additionally, it was reported that the executive authority received a proposal to confirm the existence of funds. The contract will be handed over once availability of funds is confirmed.

DSTI structure review

Members were informed that a task team to oversee the structure-review process was established and that internal engagements would be undertaken to finalise the draft organisational structure. The process is at an advanced stage, and the employer will submit the realigned structure to the Executive Authority prior to tabling it at the DBC for consultation. The task team has commenced drafting the service-delivery model, which delineates the Department's approach to fulfilling its mandate. The PSA noted the report and reiterated the necessity of meaningful consultation with labour to ensure inclusivity throughout the process.

Occupational health and safety compliance

Defects that were identified at the DSTI, NACI, and NIPMO buildings have been attended to. However, the employer reported new security concerns at the Cape Town office, where access to the building is not adequately controlled. The employer further indicated that recommendations have been submitted to the landlord, outlining procedures required to ensure proper access control. The PSA noted the report and raised concern regarding the safety of members. The PSA urged the employer to ensure that appropriate measures are implemented without delay to guarantee controlled and secure access to the building.

Office closure

The employer reported that the DSTI will close for the year-end break. The Department will officially close for four days, from 29 December 2025 to 2 January 2026. Normal operations will resume on 5 January 2026. The PSA noted the report.

Departmental policies

The following policies were previously tabled at the DBC for review: Policy on Departmental Revenue, Policy on Catering and Entertainment, Policy on Travel and Subsistence, Policy on Petty Cash Administration, and Policy on Damages and Loss. The policies were deferred to the task team for further engagement. Policy task teams members confirmed that they consulted sufficiently, and the consultation process has been finalised. The PSA will monitor implementation of the said policies.

The employer tabled the following policies and procedures for review: Financial Disclosure Policy, Policy on Conducting Business with Organ of State, Security Policy, and Security Reporting Procedure. As part of consultation, members are urged to review the policies and send inputs to mpfo.mandladzi@dsti.gov.za or velucia.maluleke@psa.co.za by no later than **10 December 2025**.

Employees who want to join the PSA can visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER