



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

14-10-2025

Feedback: DSTI Departmental Bargaining Chamber - 10 October 2025

Departmental vote weights

The Annual General Meeting was held on 27 June 2025, where the following vote weights were presented:

Union	Membership	Vote Weight
PSA	216	74.74%
Nehawu	72	24.91%
Popcru	1	0.35%

Departmental vacancies

The Department has 125 vacant positions and three positions advertised. The employer reported that the Department of Public Service and Administration (DPSA), issued Circular 36 of 2025 on 7 September 2025, which requires departments to conduct a verification of personnel on the HR and payroll systems and updating of electronic records. The Circular directs departments to undertake comprehensive physical verification of personnel to identify and eliminate potential ghost employees, to safeguard the integrity of the HR and payroll management systems, and to implement adequate controls to mitigate risks associated with personnel who are unaccounted for. The employer reported that the verification is due on 28 February 2026. The PSA welcomed the report by the employer and initiative by the DPSA as resources lost to ghost employees could be redirected to employing real staff, reduce the unemployment rate, improving infrastructure, and enhancing services such as education, healthcare, and policing. The PSA is, however, not pleased with the rate of filling vacancies.

DSTI building and acquisition of interim office space

The employer had reported that the Department of Public Works and Infrastructure (DPWI) has finalised evaluating bids received for this project and that a presentation on the recommended contractor will be done for consideration by the Bid Adjudication Committee. In the meeting, the employer reported that the *status quo* remains as the outcome of the Bid Adjudication Committee is still awaited. The employer committed to communicate the outcome as soon as it is received.

Acquisition of interim office space

The employer previously reported that it was awaiting a response to the letter that was sent to the DPWI, requesting it to consider inputs from its Legal Services. There have been some delays from the DPWI, however, the input from the DSTI to the lease agreement was incorporated. It was previously reported that building 41 and 42 at CSIR were allocated to DSTI employees, however, the space was less than what the employer had requested. Building 22 and 23 were therefore allocated to cover the required space. The employer will communicate through internal communication when the move takes place. The PSA noted the report and the employer subsequently indicated that there would be no additional cost.

DSTI structure review

Members were informed that the structure review process was underway, further that management met with the Deputy Minister and resubmitted the appropriate documentation relating to the proposed structure to the DPSA in January 2025. The Department has received a response from the DPSA and is awaiting instructions from the Executive Authority on how to process the recommendations. The employer reported that the task team was established, and appointment letters were issued. Further internal engagements will take place and once completed, the draft structure will be presented to the DBC for consultation with labour as stakeholders. The PSA noted the slight movement by the employer and urged it to fast-track the process as the matter is long overdue.

Occupational health and safety compliance

The OHS inspection was conducted at DSTI building 53. It was discovered that several lights in Block A, C and D were off, and the geyser needed to be adjusted. It was reported that all defects were attended to and concluded in August 2025.

Departmental policies

The following policies are to be taken back to the task team as the employer did not indicate the section it is intending to review: Policy on Departmental Revenue; Policy on Catering and Entertainment; Policy on Travel and Subsistence; Policy on Petty Cash Administration; Policy on Damages and Loss; and Policy on Conducting Business with the Organ of State. Labour demanded that the employer presents draft policies outlining sections it is intending to review to facilitate consultations. The employer committed to sharing the requested information with labour in due course.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER