



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

01-10-2026

Feedback: DSTI Annual General Meeting and Departmental Bargaining Chamber – 29 September 2026

Determination of vote weights: GPSSBC Chambers 2026/27

Parties confirmed the vote weights as issued by the GPSSBC. It was noted that the PSA is still the majority Union in the DSTI and represents 74,73% of the total vote weights in the Chamber.

Departmental vacancies

DSTI has an approved post establishment of 500, with 357 posts filled and 143 vacancies, translating to a vacancy rate of 28,60%. Ten Early Retirement Exit and Voluntary Exit Programme applications were approved, with nine submitted to National Treasury for further handling. The PSA noted the report, raised concern about the high vacancy rate, and urged the employer to expedite the filling of critical posts. The employer confirmed that internal processes to reduce the high vacancy rate are underway. Members will be updated.

The DSTI building renovations

The DSTI building was handed over to the contractor on 26 May 2026, allowing renovation work to commence. The employer reported that construction is currently underway, progressing well and remains on schedule. It was further confirmed that no variation requests or cost overruns have been reported. The employer undertook to keep labour informed of progress as the project unfolds. The PSA noted the report and encouraged the employer to provide updates whenever there are new developments.

DSTI structure review

Members were previously informed that the Department was engaging the Minister of Public Service and Administration (MPSA) for concurrence on the proposed realigned organisational structure. The Department has since received the MPSA concurrence letter dated 3 September 2026. The approved structure provides for 396 funded posts within the existing Medium Term Expenditure Framework (MTEF) allocation. The Department is engaging National Treasury on the compensation budget, and vacant posts will be filled based on available funding. A further 105 unfunded vacant posts have been included in the HR Plan for prioritisation once additional funding is secured. The PSA welcomed the progress towards approval of the organisational structure and emphasised the need for continued engagement with labour throughout the implementation process. The PSA further requested a clear implementation plan and

timelines for filling vacant posts. The employer committed to providing the plan as requested. Members will be kept informed of further developments.

Occupational Health and Safety compliance

The two Injury on Duty (IOD) incidents previously reported by the employer are still awaiting finalisation. One incident arose from a motor vehicle accident, while the other involved an employee who was injured on the employer's premises. Both cases were submitted to the Compensation Commissioner and remain outstanding. The PSA will continue to monitor compliance with Occupational Health and Safety requirements.

To join the PSA, visit the PSA's website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka

GENERAL SECRETARY