



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

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05-06-2026

## Feedback: DSTI Departmental Bargaining Chamber – 3 June 2026

### Departmental vacancies

The employer reported that there are 139 vacant posts, translating to a vacancy rate of 27.80%. A total of 12 priority posts were identified and are expected to be advertised once the organisational structure review is finalised. The PSA noted the report and expressed concern about the high vacancy rate and emphasised the urgent need for the employer to expedite the filling of critical posts to ensure service delivery is not compromised.

### DSTI building and acquisition of interim accommodation

Members were informed that the handover of the DSTI building, initially scheduled for 30 April 2026, was delayed owing to the outstanding submission of the contractor's guarantee certificate. The building was subsequently handed over on 26 May 2026, enabling the commencement of renovation work. Subsequent to the finalisation of the lease agreement, employees have relocated to the interim CSIR building. The PSA raised concerns regarding internet connectivity at the interim premises. In response, the employer confirmed that the matter is receiving attention and that connectivity challenges are expected to be resolved by 5 June 2026.

### DSTI structure review

The proposed structure was previously presented at the DBC for consultation and input with labour. The employer reported that all DSTI programmes have been engaged, and employees have been informed about the proposed draft realigned structure. The job-evaluation process has commenced, and the following progress was reported:

- Posts at salary levels 14 to 16 have been finalised.
- Director-level and below positions in Programme 3 were finalised.
- Programme-1 job evaluations will be finalised in due course.
- Other programmes reported to be on an advanced stage.

It was further reported that the Service Delivery Model updates are being finalised to align with the new structure. The PSA noted the report by the employer and urged the employer to share the action plan with labour before the next meeting.

## **Occupational health and safety compliance**

In total, two incidents of injury-on-duty (IOD) were reported. One resulting from a motor-vehicle accident and the other involving an employee injured on the employer's premises. Both cases have been submitted to the Compensation Commissioner and remain open, pending finalisation. The PSA will continue to monitor these matters.

## **Departmental Policies**

The employer tabled the following policies to be reviewed and requested that these be deferred to the task team for further engagements with labour:

### **Asset Management Policy**

The Policy ensures proper acquisition, use, tracking, and safeguarding of departmental assets.

### **Asset Disposal Framework**

The Framework provides guidelines for the safe, compliant disposal of assets.

### **Mobile Communication Service Policy**

The Policy regulates the use and management of official mobile devices and services.

### **Travel and Accommodation Policy**

The Policy sets rules for official travel, costs, and accommodation arrangements.

### **Fleet Management Policy**

The Policy governs the use, maintenance, and control of departmental vehicles.

### **Employment Equity Policy**

The Policy aims to promote fairness, diversity, and equal opportunity in employment practices.

### **Safety, Health, Risk, Environment and Quality (SHREQ) Policy**

The Policy ensures compliance with safety, health, risk, environment, and quality standards.

### **Computing Asset Replacement Policy**

The Policy guides the lifecycle and replacement of Information Technology equipment.

### **Enterprise Content Management Policy**

The Policy manages creation, storage, and access to organisational information and records.

### **Electronic Signature Policy**

The Policy aims to regulate the legal and secure use of electronic signatures.

### **DSTI Mobile Device BYOD Policy**

The Policy governs the use of personal devices for official work.

### **Email, Intranet, and Internet Policy**

The Policy sets acceptable use standards for digital communication tools.

### **DSTI ICT Cloud Security Policy**

The Policy ensures secure use of cloud-based systems and data.

### **Infrastructure Protection Policy**

The Policy safeguards physical and ICT infrastructure from risks and threats.

### **Information Technology End User Acceptance Policy**

The Policy defines user responsibilities when accessing IT systems.

### **Information Technology Service Management Policy**

The Policy ensures efficient delivery and support of IT services.

**Security Organisation and Classification Policy**

The Policy guides classification and protection of sensitive information.

**System and Application Development Policy**

The Policy sets standards for developing and maintaining systems.

**Information Technology Security Policy**

The Policy protects IT systems and data from cyber threats.

**DSTI Information Systems Artificial Intelligence Policy**

The employer introduced the AI Policy and submitted that the Policy aims to govern responsible and ethical use of AI.

**Other Remunerative Work Policy**

The Policy aims to regulate employees' external work to prevent conflicts of interest.

**Ethics Strategy**

The Strategy aims to promote ethical conduct, integrity, and accountability in the organisation.

The PSA noted the presentation and agreed to defer the draft policies to the policy task for further deliberations. Members should note that the draft policies will be shared through internal departmental communication platform for inputs to [mpho.mandlazi@dsti.gov.za](mailto:mpho.mandlazi@dsti.gov.za) by not later than **18 June 2025**.

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

Reuben Maleka  
GENERAL MANAGER