



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

20-03-2026

Feedback: DSTI Departmental Bargaining Chamber – 17 March 2026

Departmental vacancies

The employer reported that there are 129 vacant posts, which translated to a vacancy rate of 25.29%. A total of 12 priority posts were identified and would be advertised based on availability of funds. The employer further reported that applications for the Early Retirement Programme and Voluntary Exit programme for six employees who submitted their application during the 2025/26-financial year were processed and finalised. The Early Retirement Programme will increase the departmental vacancy rate to 27%.

DSTI Building

The employer reported that the contractor responsible for renovating the DSTI Building has been appointed. The renovation project is scheduled from 1 May 2026 to 31 May 2028. The Department of Public Works and Infrastructure (DPWI) will submit the Renovation Programme once the building has been handed over. The employer further reported that the lease agreement between the DPWI and the CSIR has been signed. An occupational health and safety (OHS) compliance inspection will be conducted once all parties have signed the lease agreement. Subsequently, the building will be handed over to the DSTI for tenant installation. The relocation plan will be shared with labour once finalised. The PSA noted the progress and urged the employer to ensure full OHS compliance before relocating employees.

DSTI structure review

It was previously reported that the process of finalising the organisational structure was nearing conclusion. The employer presented the draft organisational structure at the DBC for consultation with labour. The PSA noted the draft and proposed that the matter be deferred to the task team to allow for proper engagement and thorough consideration. Members are urged to carefully peruse the *attached* draft organisational structure and submit inputs and comments to PSA Chairperson at mpho.mandlazi@dsti.gov.za on or before **7 April 2026**, to ensure that all perspectives are considered during the consultation process.

Occupational health and safety compliance

The OHS inspection was conducted on 17 December 2025 at the DSTI office, Building 53 CSIR, and infrastructure-related issues were identified. These findings are within the scope of a planned building project, which is expected to address structural and environmental compliance gaps observed during the inspection. The PSA noted the report and urged the employer to address the identified defects.

Departmental policies

Members would recall that the employer previously tabled the Supply Chain Management Policy and Security Policy at the DBC, which were deferred to the Policy Task Team. Parties confirmed that there was sufficient consultation and thus the Policies were adopted. The PSA will monitor implementation. The following policies are still under consultation: Policy on Acting Appointment, Policy on Conducting Business with Organ of State, and Financial Disclosure Policy. The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every Departmental engagement.

Employees who wish to join the PSA can visit the PSA's website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER