



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)**

08-01-2025

2025 GEMS Contribution (members increase)

The PSA is inundated with enquiries and complaints from distraught members regarding the 2025 Gems membership premium increase which is exorbitant and thus unaffordable to many. The average 13.4% increase has negatively affected members so much that it has resulted in a net salary decrease for many employees. Again, factors such as medical aid plans and number of dependents as well as salary levels are some of the key determinants of the percentage increase for members' contribution. It is on this basis that some members experienced an increase higher than the reported 13.4%. Simply put, 13.4% is the average and not the actual increase, which explains why some members complained that their increase was far above 13.4%.

It must be understood that the PSA in no way agreed to these increases and in several meetings with GEMS vigorously opposed these increases.

Members are thus advised that membership increases are approved by the GEMS Board and unions are only consulted at the level of the PSCBC. It must be pointed out that there is only a Collective Agreement on the Employer subsidy portion which the PSA and other Unions negotiated some years back.

The Employer subsidy increases on an annual basis in terms of the Medical Price Index (MPI). The increases proposed by GEMS are not something that is negotiated and Unions are merely consulted upon as these increases are approved by the Council of Medical Schemes.

As previously reported, the PSA would engage other unions to have a way forward regarding the medical aid increment crisis as the situation can no longer be left in the hands of GEMS alone. Other alternatives to ensure the affordability of medical assistance for public servants will be considered.

The PSA will continue to engage GEMS and warn GEMS as to PSA member's frustrations and anger at the exorbitant increases.

Members will be informed of further developments.

Reuben Maleka

GENERAL MANAGER