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Mr F de Bruin  
General Secretary  
Public Service  
Co-ordinating Bargaining Council  
P O Box 3123  
LYTTELTON SOUTH  
0176

(Facsimile number: 0866197884)

Dear Mr De Bruin

**REQUEST FOR SPECIAL PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC) MEETING**

The State as employer hereby requests that a special meeting of the PSCBC be convened on 23 April 2014 to deal with the following matter:

**"Draft resolution on medical assistance for public servants belonging to GEMS"**

Yours faithfully

  
**CHIEF NEGOTIATOR: STATE AS EMPLOYER**

DATE: 14/4/2014

**RESOLUTION NO \_\_\_\_ OF 2014**

**AGREEMENT ON THE ADJUSTMENT OF MEDICAL ASSISTANCE IN THE PUBLIC SERVICE**

**1. PURPOSE**

1.1 The purpose of this Agreement is to:

- 1.1.1 Determine the increase in the medical subsidy payable to employees and former employees<sup>1</sup> belonging to Government Employees Medical Scheme (GEMS);
- 1.1.2 Align the date of the medical subsidy adjustment with the date of the adjustment of the annual tariffs of medical schemes; and
- 1.1.3 Determine the method by which the annual adjustment will take place.
- 1.1.4 Align the post-retirement medical assistance with the pre-retirement medical assistance for all employees who are members of GEMS.

**2. SCOPE OF APPLICATION**

2.1. This agreement binds the Employer and employees who:

- 2.1.1. Are employed by the State; and
- 2.1.2. Fall within the registered scope of the Council.

**3. PARTIES AGREE THAT:**

- 3.1. The medical subsidy for employees and former employees belonging to Government Employees Medical Scheme (GEMS) shall be adjusted annually, with effect from 1 January in line with the Consumer Price Index (CPI) of November of the preceding year.
- 3.2. The post-retirement medical assistance shall be adjusted and aligned with the pre-retirement medical assistance for all former employees who are members of GEMS:
  - 3.2.1. The adjustment and alignment referred to in 3.2 above shall be applicable to the Principal Member plus one (1) dependant (M+1).
  - 3.2.2. All employees on Salary Levels 1 – 5 and who retire on the Sapphire option on GEMS shall continue to enjoy free medical assistance of R1 014 M+1.
  - 3.2.3. All employees on Salary Levels 1 – 5 and without dependents, who retire on the Sapphire option on GEMS, shall continue to enjoy free medical assistance of R780 (Principal Member only).
  - 3.2.4. The medical subsidy for former employees on other benefit options on GEMS shall be 75% limited to M+1.

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<sup>1</sup> For the purpose of this Agreement, former employees refer to an employee who dies or retires, dismissed on account of incapacity due to ill-health or dismissed on account of incapacity due to an injury.

3.2.5. All former employees without dependents on other benefit options on GEMS shall receive medical assistance of R780 (Principal Member only).

3.2.6. All other former employees on Sapphire option on GEMS who exited the service on Salary Levels 6 - 10 shall receive medical assistance of R1 560 M+1.

3.2.7. All former employees without dependents on Sapphire option on GEMS who exited the service on Salary Levels 6 - 10 shall receive medical assistance of R780 (Principal Member only).

3.3. The first annual adjustment and alignment will come into effect on 1 January 2014.

**4. DATE OF IMPLEMENTATION**

This agreement comes into effect on the date of signing.

**5. AMENDMENTS TO THIS AGREEMENT**

No amendments to this Agreement shall be of force unless reduced to writing and agreed upon at the Council as a resolution of the Council.

**6. DISPUTE RESOLUTION**

Any dispute about interpretation or application of this agreement shall be dealt with according to the dispute resolution procedure of the PSCBC.

**THIS DONE AND SIGNED AT CENTURION ON THE DATE INDICATED BELOW.**

**ON BEHALF OF THE EMPLOYER PARTY**

	<b>Name</b>	<b>Signature</b>	<b>Date</b>
<b>State as Employer</b>			

**ON BEHALF OF TRADE UNION PARTIES**

<b>Trade Union</b>	<b>Name</b>	<b>Signature</b>	<b>Date</b>
<b>DENOSA</b>			

<b>HOSPERSA/NUPSAW/NATU</b>			
<b>NAPTOSA</b>			
<b>NEHAWU</b>			
<b>POPCRU</b>			
<b>PSA</b>			
<b>SADTU</b>			
<b>SAPU</b>			