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

11-12-2023

## Update: Adjustment of medical aid subsidy for employees on GEMS (*correction*)

PSCBC Resolution 2/2015, clause 9(3)(2), provides that future adjustments of medical assistance will be in accordance with the Medical Price Index (MPI) and will be adjusted on 1 January of each year. The Department of Public Service and Administration issued *Circular 48 of 2024 (copy attached)* to communicate such adjustment with effect from 1 January 2024. It must be noted that employees who joined the Public Service after 1 July 2006 and decided not to join GEMS, but other medical schemes, will not receive any subsidy from the employer. Currently, only employees belonging to GEMS enjoy a 75% subsidy. Employees on salary level 5 and below continue to enjoy 100% subsidy on the *Tanzanite One* option.

The maximum adjusted employer subsidy will be as follows from 1 January 2024:

- Principal member: R1 810
- Principal member with one dependent: R3 620
- Principal member with two dependents: [R4 726](#)
- Principal member with three dependents: [R5 832](#)
- Principal member with four dependents: [R6 938](#)

During the last few years, the PSA has vigorously demanded from the employer that those employees who belong to medical schemes other than GEMS must also be considered for an increased subsidy. The employer has stubbornly refused to accede to this demand and with no real appetite from other unions to support the PSA, the matter is no longer on the agenda of the PSCBC.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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