



FOR PSA MEMBERS: **GENERAL 20/2025**

21-11-2025

PSA war against GEMS tyranny is on

Members have received the shocking news about the Government Employees Medical Scheme (GEMS) ridiculous medical premium increase of 9.80%, which was rejected by the PSA and the majority of Public Service unions.

Members will recall that the PSA made a presentation to the Portfolio Committee on Public Service and Administration on 5 November 2025. The PSA raised a number of issues. These included affordability of GEMS, exorbitant annual increases far above salary increases, inadequate day-to-day budget and insufficient benefits, an irrational hospital network, cancellation of membership for pensioners whilst waiting for pension money, poor service delivery, and lack of value for money for members. The PSA stressed the arrogance of GEMS, consulting in bad faith, disrespect for the PSCBC and unions, as well as poor governance of the Scheme.

The Fedusa Public Service Committee met on 17 November 2025 to discuss challenges related to GEMS. It was resolved that Fedusa and affiliated unions must pressurise GEMS through the media, seek a meeting with the Minister of Public Service and Administration, write to the Council for Medical Schemes, and that negotiators must lobby other unions to amend PSCBC Resolution 1/2006 to allow for equalisation of medical-aid subsidy to allow members to have a choice as GEMS is unaffordable and arrogant. The PSA has been visible in the media in challenging the tyranny of GEMS. As the PSA has already made presentations to the Portfolio Committee and the matter is yet to be concluded, Fedusa was also urged to write to the Portfolio Committee to increase pressure.

Subsequently, Fedusa delegates, where the PSA is also represented, met with the Minister of Public Service and Administration where the issues of failure to consult, disregards of union inputs and non-affordability of the Scheme owing to exorbitant increases, a deviation from the founding principle of GEMS, were raised. The employer echoed sentiments raised by Fedusa. The Minister noted the concerns and directed that these be reduced to writing to enable proper consideration of the issues. He committed to revert to Fedusa upon receipt of the written concerns. Fedusa agreed to the Minister's direction and will reduce the issues in writing.

The PSA committed to opposing the abuse of members by GEMS and will consider all possible avenues to put pressure on the Scheme to do the right thing. The PSA also calls upon members support the

campaign through social media. The PSA will continue to engage through various means and channels including the PSCBC, media, Portfolio Committee, the Minister's Office, and Fedusa.

The war against GEMS tyranny is on!

Employees who want to join the PSA can visit the PSA website or contact PSA Provincial Offices.

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GENERAL MANAGER