



FOR PSA MEMBERS: **GENERAL 10/2026**

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## Workers' Day: Reclaiming workers' power and dignity in age of crisis

Workers' Day 2026 marks a time when public servants continue to face sustained financial and workplace pressures. This year's theme, "Reclaiming Workers' Power and Dignity in an Age of Crisis", underscores the need for a practical reassessment of how workers are supported and valued.

There is increasing concern about the growing gap between policy decisions and the day-to-day realities of public servants. Members are expected to deliver on core mandates whilst managing rising living costs, limited wage progression, and increasing deductions. This environment is placing measurable strain on workers and is not sustainable.

A key issue remains the continued increases in member contributions to the Government Employees Medical Scheme (GEMS). Whilst access to healthcare is essential, affordability is becoming a significant concern for members. The current trend raises valid questions about the balance between cost and value, as well as the overall financial impact on public servants.

The PSA maintains that there must be improved transparency in how GEMS contribution increases are determined. In addition, greater consideration should be given to providing members with broader, more flexible options that align with their financial circumstances.

Reclaiming worker power requires structured and meaningful engagement processes. It is critical that workers are consulted and enabled to influence decisions that directly affect their conditions of service. The PSA will continue to advocate for engagement that produces tangible outcomes for members. Workers' Day serves as an important reminder to assess whether current systems are effectively supporting workers. The PSA is committed to advancing the interests of public servants and ensuring that their dignity is upheld in both policy and practice.

Thank you for your continued trust in the Union of Choice!

Reuben Maleka  
GENERAL MANAGER