



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

23-02-2026

Still fighting GEMS tyranny and monopoly

Members are aware that the PSA and other Fedusa-affiliated unions embarked on a Day of Action on Saturday, 21 February 2026 against the Government Employees Medical Scheme's (GEMS) deviation from its founding principle of access to affordable medical cover for public servants. PSA members participated in large numbers across the country to show their pain and anger regarding GEMS increases and dwindling benefits. The PSA sought to protect the salary of members and called for the Day of Action on Saturday to ensure that members do not suffer from the "no-work, no-pay" rule.

A memorandum was handed to GEMS with the following demands:

1. Immediate withdrawal of the 9.5% increase
2. Full financial disclosures
3. Independent forensic audit
4. Review of outsourcing and administrative cost drivers
5. Review of GEMS funding model
6. Governance reforms
7. Structured engagement with organised labour
8. Immediate reversal of unilateral changes to the *Tanzanite One* option
9. Removal of the Principal Officer and Executives who failed to ensure that GEMS fulfills its mandate

The PSA appreciates members who participated on social media, attended the events across the country, and who continue to voice their dissatisfaction about GEMS operations and failures.

Following the events on 21 February 2026, the war is yet to be won. Members will recall that amongst other ways to change the *status quo*, the PSA has tabled the agenda item to review PSCBC Resolution 1/2006, which regulates medical-aid subsidy. The evidence is clear that the monopoly by GEMS worked against the members it meant to serve.

GEMS has been given seven days to respond. The PSA will continue to put the pressure on GEMS to do the right thing. Engagement is still underway with lawyers to map a way forward. Members will be updated of further actions in pursuit of a victory over GEMS.

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

Reuben Maleka

GENERAL MANAGER