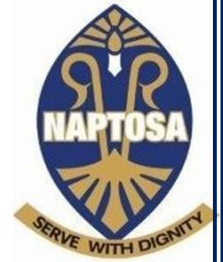


NATIONAL NEWS FLASH



SERVING EDUCATION SINCE 1904

Visit our website: www.naptosa.org.za

NNF 38 of 2024

6 December 2024

STATEMENT ON GEMS INCREASES AND WAGE NEGOTIATIONS

NAPTOSA has received numerous queries regarding the increase in the 2025 GEMS member contributions as per the recent communique issued by the scheme. It is crucial to remind members that GEMS operates independently of the PSCBC and is not subject to negotiations. Decisions on increases are made by the scheme's board, with trustees acting on what *they believe* serves the scheme's best interests.

Labour has engaged with GEMS in meetings to convey our strong opposition to these increases. Despite our efforts, GEMS has proceeded to publish their letter without finalising discussions with labour, in violation of prior agreements. This act of disregard underscores our call for the employer to grant members the freedom to choose alternative medical aid schemes. We further reiterate our demand that all medical aids be subsidised equally by the employer. GEMS, originally introduced as an affordable solution for state employees, has regrettably become one of the more expensive options available.

2025 Salary Negotiations:

Negotiations within the PSCBC resumed on Wednesday, 4 December, with labour firmly rejecting the employer's Cost of Living Adjustment (COLA) offer of 4.7%. While the current CPI sits at 2.8%, we are painfully aware that the cost of living has not decreased, and labour maintains its demand for a 7.5% increase. We are determined to conclude these negotiations before the end of the year, to make a tangible impact on the upcoming budget.

Among the other items under negotiation (*see NNF 33 of 2024*), labour is advocating for a base increase in the medical aid subsidy. It has also come to our attention that the employer plans to implement the rural MPI instead of the urban MPI that we have become accustomed to. Labour strongly opposes this move, despite the employer's argument that the PSCBC Resolution 2/2015, clause 9(3)(2), does not specify the type of MPI.

We assure our members that NAPTOSA will continue to fight for their interests and provide timely updates on all developments, even during the holidays.

NB: Keep an eye out for the Second Issue of 'The NAPTOSA Impact', set to be released on Monday!

Mr BL Manuel

Executive Director