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NNF 35 of 2025

20 November 2025

Update on Proposed GEMS Contribution Increases (2026-2029)

NAPTOSA remains committed to protecting the financial and health-related interests of our members. In line with the decisions communicated in **NNF34 of 2025**, the matter was escalated through the structures of our federation, FEDUSA. The Public Service Committee (PSC) resolved that FEDUSA should intervene after GEMS pronounced on contribution increases unilaterally, without engaging in adequate consultation with labour. This action undermines the process of sufficient consensus.

FEDUSA subsequently released a formal media statement and initiated a strong worded social media campaign highlighting the detrimental impact of the increases. A letter was also submitted to the Council for Medical Schemes (CMS), requesting intervention regarding GEMS' proposed contribution increases for 2026 – 2029, which fall outside the CMS guidelines. All concerns outlined in the media statement were reinforced in this correspondence.

The pressure exerted has resulted in GEMS urgently requesting a meeting with the PSCBC. NAPTOSA agreed to this engagement and will continue to represent the interests of members with conviction and resolve. Our stance is clear: ***we will not accept these exorbitant increases.*** Our members are already under immense financial strain, and these proposed adjustments are simply unaffordable.

FEDUSA secured a meeting with the Minister in the Department of Public Service and Administration (DPSA), to further outline our unhappiness with the unrealistic increases that GEMS is foisting on members. During these engagements, the employer's Chief Negotiator also acknowledged that this has been a recurring problem with GEMS and expressed full support for FEDUSA's position. The Minister committed to engaging the Principal Officer and the GEMS Board immediately after the meeting, underscoring the seriousness of the matter.

We now await the outcomes of the letter submitted to the CMS, the Minister's intervention, and the meeting scheduled at the PSCBC. NAPTOSA will continue to keep members informed as developments unfold.

Mr BL Manuel

Executive Director