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GEMS Contribution Increase Remains at 9.5% Following CMS Decision

GEMS has formally advised the Public Service Coordinating Bargaining Council (PSCBC) that the Council for Medical Schemes (CMS) has not approved its application to reduce the 2026 weighted average contribution increase from 9.5% to 7.5%.

According to GEMS, the **CMS was not satisfied that the proposed reduction met the regulatory requirements after considering factors including:**

-  The adequacy of contributions to sustain benefits;
-  The Scheme's long-term financial sustainability;
-  Solvency requirements;
-  Protection of members' interests;
-  Structural imbalances within certain benefit options; and
-  Reliance on cost-containment assumptions.

Although GEMS submitted additional actuarial information, financial projections, solvency restoration plans and other supporting documentation in response to the concerns raised by CMS, the regulator ultimately declined to approve the proposed reduction. As a result, the 2026 weighted average contribution increase will remain at 9.5%.

GEMS has acknowledged that this decision will disappoint many public servants, particularly given the ongoing cost-of-living pressures. The Scheme has indicated that it remains committed to engaging with the regulatory authorities and will continue to keep stakeholders informed of any future developments.

NAPTOSA understands the financial impact this decision will have on our members and will continue to monitor developments affecting employee benefits and advocate for measures that promote affordable, quality healthcare for public servants.

Access the full GEMS letter here:

<https://drive.google.com/file/d/1k3LaF8e6JyvlxcwQ2cyf36VGvVOCIV4Y/view?usp=sharing>

The fight continues in the PSCBC. NAPTOSA will continue to keep members updated.

Mr BL Manuel
Executive Director