



UNILATERAL MEDICAL AID CONTRIBUTION INCREASE BY GEMS

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HOSPERSA unapologetically condemns the recent 9.5% unilaterally implemented medical aid contributions increase by the Government Employees Medical Scheme (GEMS).

These increases are determined by the GEMS Board and organised labour does not have the opportunity to negotiate with GEMS on this.

GEMS was approved by cabinet and registered centered on several principles, including that of *"equity where employees have equal access to the most extensive set of equal basic benefits under equitable remuneration structures, subject to affordability."*

The recent increase goes against such principles, a steep increase of this nature only reverses the gains of establishing the medical scheme in the first place.

Public servants in the main are already struggling with the ever-rising cost of living and the decision by the GEMS board to increase the employees' medical aid contributions only makes matters

worse for our members working in the public service.

It is therefore for this reason that Hospersa supports and will seek engagement around this matter at the level of the Public Service Coordinating Bargaining Council (PSCBC) to find solutions to address this matter.

HOSPERSA is amenable to parties to the PSCBC investigating various solutions that can be investigated including the review of the initial purpose surrounding the establishment of GEMS for our members.

HOSPERSA believes that such a unilateral implementation of increases by GEMS is not sensitive to the ever-eroding take-home pay of our members and is does not further the gains achieved by collective bargaining in concluding collective agreements such as the PSCBC Resolution 1 of 2006 (Medical Assistance for Public Service Employees).

HOSPERSA will constantly update its membership on this important matter.

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Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member (exclusions apply)
- 2) Death benefit of **R5 846** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts

PROVINCIAL HOSPERSA OFFICES

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)