



**the dpsa**

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**CIRCULAR NO**

**TO: ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS**

**DELAY IN THE IMPLEMENTATION OF THE ADJUSTMENT OF MEDICAL SUBSIDY FOR EMPLOYEES ON THE GOVERNMENT EMPLOYEES MEDICAL SCHEME (GEMS)**

1. Due to internal administrative operations, the National Treasury has advised that the adjustment of medical subsidy will not be effected in January 2026 as initially anticipated. The adjustment will instead be implemented from 1 February 2026 and will accordingly reflect in the February salary backdated from January 2026.
2. A copy of the amended "Determination and Directive on Medical Assistance for Employees in the Public Service" is attached for ease of reference.
3. Please note that expenditure incurred as a result of implementing this provision will be defrayed from the existing departmental budget allocations.

Mr Willie Vukela  
Director-General (Acting)  
Date: 19/12/25