



Through this process, the Ministry worked to create a platform for constructive and solution-oriented dialogue, ensure that the concerns of workers were meaningfully ventilated and considered, and encourage the Scheme to re-examine its position within a broader socio-economic context.

The Minister is therefore encouraged that these engagements have culminated in a revised weighted contribution increase of 7.5%, reflecting movement from the initial position of 9.5% and providing measurable relief to members.

It is important to underscore that this outcome was not the result of a single process or perspective prevailing over another, but rather the product of facilitated convergence between parties whose positions had, at one point, significantly diverged.

The Ministry believes that this outcome demonstrates the value of active employer involvement in complex socio-economic matters, particularly where the interests of public servants, institutional sustainability, and public confidence intersect.

At the same time, the Minister acknowledges that the issues raised during this period, including affordability, governance, cost drivers, and transparency, remain matters requiring ongoing engagement and careful oversight. The Ministry will continue to work with all stakeholders to ensure that these matters are addressed in a structured and sustainable manner.

The Minister further emphasises that engagement between GEMS and organised labour must continue to evolve towards a more proactive, transparent, and collaborative model to prevent similar situations in the future.

The Ministry remains committed to safeguarding the interests of public servants while ensuring that institutions such as GEMS remain financially sound, responsive, and aligned to their founding mandate.

The Minister thanks all stakeholders for their participation in the engagements and urges continued cooperation in the interest of public servants and their families.

**For further information, please contact:**

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