

## ILO/ITU STAFF HEALTH INSURANCE FUND

**Record of Decisions**  
**of the 214<sup>th</sup> Meeting of the Management Committee**

**Tuesday, 16 April 2013**

**9.30 a.m., ILO, Room VI (R3 South)**

Present:

Representing the insured persons:

**ILO**

Ms. Chantal Amine *as of 10.20 a.m.*  
Mr. Sylvain Delaprisson  
Ms. Mireille Ecuivillon  
Ms. Cherry Thompson-Senior  
Mr. Gérald Weder

**ITU**

Mr. Michel Rolland  
Mr. David Broadhurst *until 11.00 a.m.*

Representing the Organizations:

Ms. Anne Drouin  
Mr. Tilmann Geckeler  
Mr. Fikri Gurzumar  
Mr. Juan Llobera

Ms. Marianne Wilson  
Mr. Thierry Perewostchikow

Other attendees:

Mr. Clifford Kunstler, SHIF Executive Secretary  
Ms. Heather Harris, SHIF Claims Supervisor  
Ms. Corinne Michoud, SHIF Secretary

**Apologies for absence were received from:**

*Representing the Executive Head (ILO):* Mr. Charles Agbavwe - Mr. Giuseppe Zefola

*Representing the insured members (ILO):* Ms. Marie Kathleen Maguire

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The meeting opens at 9.43 a.m.

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**Item 1: Approval of meeting agenda**  
(SHIF/MC/13/214/AG)

**Management Committee (MC) decides to approve meeting agenda as set out in document ref. SHIF/MC/13/214/AG.**

**Item 2: Approval of the Record of Decisions of the 213<sup>th</sup> meeting of the Management Committee**  
(SHIF/MC/13/RD.213)

**MC decides to approve Record of Decisions of the 213<sup>th</sup> meeting (document ref. SHIF/MC/13/RD.213).**

**Item 3: Preparation of the SHIF 2013 General Meeting**

**MC decides to hold General Meeting (GM) as early as practicable in 3<sup>rd</sup> Quarter 2013.**

MC also requests that Executive Secretary communicate this decision in NewsLetter (draft to submit to MC members by 03.05.2013) and explain rationale for the timing of the GM. NewsLetter should also provide brief insight into the Fund's 2012 year-end financial result and reflect likely increase base rate of contribution, along with main reasons for the increase.

**Item 4: Clarifications on authority of the Management Committee**  
**in relation to art. 4.7 to 4.12 of the SHIF Regulations**

MC engages in general discussion on topic. Members representing the insured persons express concerns about responsibilities unrelated to SHIF given to ES, as Head of HR/BENEFITS, which they feel may be distracting from SHIF-related duties. Members representing ILO Director-General emphasize that SHIF is main HR/BENEFITS component and that SHIF-related duties remain main focus. Nevertheless, discussions are currently taking place as part of the ILO reform initiative aimed at clarifying how risk management and insurance (incl. SHIF) will be positioned going forward. MC will be kept updated.

**Item 5: Discussion on Proposal for Actuarial Study for the 2014-2023 period**  
(SHIF/MC/2013/214/5)

MC discusses minor adjustments to document ref. SHIF/MC/2013/214/5. ES will communicate with Aon/Hewitt regarding these adjustments.

**Item 6: Discussion on retroactive contributions under Art. 1.6 of the SHIF Regulations**  
**in respect of dependants previously insured under Art. 1.5 of the SHIF Regulations**

Issue for consideration by the MC related to an insured person realizing late in the year that a spouse is no longer eligible for coverage under Art. 1.5 of the SHIF Regulations. Contributions in respect of voluntarily covered dependants (Art. 1.6 of SHIF Regulations) far exceed those in respect of automatically covered dependants. Currently, the insured person is required to pay the difference between the two contributions, for the entire period of ineligibility. Financial burden can be significant.

MC discusses option to allow insured person choice between paying contributions in respect of voluntarily covered dependant and reimbursing SHIF benefits paid. (If reimbursement of SHIF benefits is chosen, insured person would be required to produce proof of that alternative insurance coverage secured for future periods.)

MC perceives anti-selection as significant risk associated with the option discussed and **decides to examine requests from insured persons on a case-by-case basis, rather than modifying SHIF Administrative Rules.**

**Item 7: Exceeding of the Fund's annual maximum liability  
provided for under Art. 2.6 of the Fund's Regulations  
(SHIF/MC/2013/214/7)**

ES expands on situation in respect of Medicare lifetime- and annual limits as explained in document ref. SHIF/MC/2013/214/7. ES will inform himself regarding practice in respect of Medicare at UN (New York) and advise MC.

**Item 8: Reimbursements of costs associated with acupuncture treatment  
not performed by a physician  
(Special case 2013/01)**

MC refers to ES' e-mail message of 04.03.2013 regarding special case ref. 2013/01.

**MC unanimously decides to amend the SHIF Administrative Rules (provisions governing Code 1.5 ("Functional rehabilitation treatment") of the SHIF Schedule of Benefits) by adding the following as para. 5:**

**"Benefits in respect of acupuncture treatment not performed by a physician are payable provided the treatment is delivered in- and endorsed by a hospital and is not delivered for the purpose of anaesthesia, and provided the SHIF Secretariat has been able to obtain from the hospital written assurance that the treatment is supervised by a physician holding a university medical degree and duly qualified for the practice of medicine in the country of treatment."**

**MC further decides to apply the new provision to cases I and II referred to under special case 2013/01.**

**Item 9: Request for repatriation  
(Special case 2013/02)**

MC refers to ES' e-mail message of 28.03.2013 regarding special case ref. 2013/02. Members representing the ILO Director-General inform MC of exceptions made by the ILO to Staff Regulations provisions relative to repatriation grant.

**Pursuant to para. 3 of Art. 2.2 ("Ordinary benefits") of the SHIF Regulations, MC unanimously decides to allow payment of benefits based on approved expenses equal to the actual costs incurred for the insured person's repatriation by air ambulance, such benefits (incl. supplementary benefits) not to exceed one third of EUR 42'000.00.**

**MC further decides that above decision will not impact the insured person's entitlement to benefits under Code 6 ("Transport costs") of the Schedule of Benefits.**

**Item 10: Other Business**

**1. Financial situation at 31.12.2012 revised on 08.03.2013**

ES comments on Fund's financial situation at 31.12.2013, as reflected in document ref. SHIF/MC/2013/214/10-1.

**2. Letter from the Section of Former Officials of the ILO Staff Union re an update of the capped benefits mentioned in the SHIF Administrative Rules (doc. Ref. SHIF/MC/2013/214/10-2)**

Time constraints preclude discussion relative to this agenda item.

**3. Progress made to date as regards NHIS upgrade and the SHIF website**

Time constraints preclude discussion relative to this agenda item.

**4. Abuses noted in France regarding thermal cures**

Time constraints preclude discussion relative to this agenda item.

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The meeting ends at 12.50 p.m.

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