

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 258th meeting of the Management Committee

Wednesday 22 January 2020

at 2.30 p.m., ILO, room I (R3 South)

Present:

Representing the insured persons of the ILO:

Mr. Pierre Sayour (Titular member)
Ms. Mireille Ecuillon (Titular member)
Ms. Catherine Comte-Tiberghien (Titular member)
Ms. Azza Taalab (Substitute member)

Representing the Director-General:

Mr. Tilmann Geckeler (Titular member)
Mr. Luca Bormioli (Titular member)
Mr. Fikri Gurzumar (Titular member)
Mr. Sietse Buijze (Substitute member)

Other attendees:

Mr. Florian Léger, SHIF Executive Secretary
Ms. Heather Harris, SHIF Claims Supervisor
Ms. Corinne Michoud, SHIF Secretary

Apologies for absence were received from:

Representing the insured persons of the ILO:

Mr. Simon Brimblecombe
Ms. Elisabeth Fombuena

Representing the Director-General of the ILO:

Mr. Giuseppe Zefola
Ms. Anne Drouin

The meeting opens at 2.40 p.m.

Item 1: Election of the Chairperson and Vice- Chairperson of the Management Committee

Management Committee (MC) decides to elect:

- as **Chairperson: Mr. Tilmann Geckeler**
- as **Vice- Chairperson: Mr. Pierre Sayour**

Item 2: Approval of meeting agenda

SHIF/MC/20/258/AG

MC refers to document ref. SHIF/MC/20/258/AG and approves the agenda with the following modifications:

New agenda item 7: Implication of ILOAT Judgement No. 4134 for the SHIF Interpretation of SHIF regulations - art. 2.5 - Supplementary benefits.

New agenda item 8.2: 2018 SHIF Annual report

New agenda item 8.3: Greening meetings of the SHIF Management Committee

Item 3: Approval of the Record of Decisions of the 257th meeting of the Management Committee (SHIF/MC/19/RD.257)

MC refers to document ref. SHIF/MC/19/RD.257 and approves the Record of Decisions with one amendment to item 7 (“Update from the Working Group on Governance”), second sentence, to read: “... but the Working Group needs ~~one more meeting~~ **further discussions** before the proposals can be shared with the MC”, and two amendments to item 4 (“Implication of ILOAT Judgement n° 4134 for the SHIF Interpretation of SHIF Regulations – art. 2.5 – Supplementary benefits”), first sentence to read: “Following the minute of JUR **sent on 17 September 2019 and the additional information provided by email on 25 October 2019** and the **legal** implications of ILOAT Judgement n° 4134...”, and second sentence to read: “ES explains that his ~~proxy~~ **estimate** for the overpaid benefits...”.

Item 4: SHIF Work Plan for 2020

ES presents the draft Work Plan for 2020. The Work Plan follows the same structure as the 2019 Work Plan. MC provides some comments. The revised Work Plan will be sent to MC members by email, for approval at the next MC meeting.

Item 5: Actuarial analysis of the SHIF

(SHIF/MC/20/258/5)

ES introduces the final report on the Actuarial analysis of the SHIF for the period 2019-2029. As agreed at the previous MC meeting held on 18 November 2019, the report now includes more detailed results and some additional scenarios such as:

- A scenario for an increase in contribution rates by 2% per year for all members and beneficiaries as from 2022 (including an estimation of what increase would need to be applied on spouse contributions only to equal to global 2% increase);
- A scenario excluding Long-term care from supplementary benefits;
- A scenario where contributions and supplementary threshold for members working part-time are based on the actual part-time salary.

The report also includes changes in the projections to reflect the real experience of the first 9 months of 2019.

MC discusses the results of the analysis and decides to publish the actuarial analysis but only the base and optimistic scenarios (i.e. that represent a Status quo in SHIF Regulations) and without the alternative projections on contributions and benefits. MC also decides to create a Working Group in charge of making proposals to the MC on the financial sustainability of the SHIF. ES will convey a first meeting of the WG in the first 2 weeks of February. The WG should finish its work before the end of the year (as a new MC term starts as of January 1st 2021).

Item 6: Client satisfaction Survey on the services of the SHIF

ES presents the detailed results of the Client satisfaction Survey on the services of the SHIF. The detailed results show a lower satisfaction from insured members in the field. The SHIF Secretariat has started to work on how to respond to the comments received through the Survey and will be taking a number of initiatives during the year.

MC decides to publish the detailed results of the Survey as soon as a final version of the detailed results is ready. MC requests to see the final version of the Survey before it is published.

**Item 7: Implication of ILOAT Judgement No. 4134 for the SHIF
Interpretation of SHIF regulations - art. 2.5 - Supplementary benefits
(SHIF/MC/19/257/4)**

As agreed at the last MC meeting, ES informs the MC that the number of persons concerned so far by the implication of the ILOAT Judgement n° 4134 is 18 and that the total amount of overpaid benefit is about USD 8'000. MC agrees that it would not be cost-efficient to cancel and settle again with the new threshold all the claims of those 18 insureds in HIIS but decides that the SHIF should write to each insured concerned and ask him/her to make a payment to the SHIF of the overpaid amount. A representative of the Account Section of the ILO confirms that making such exceptional payments is possible.

**Item 8.1: Financial situation as of 30.11.2019
and Technical results for the period 01.01.2019-30.11.2019**

A representative of the Administration presents the draft financial situation as of 30.11.2019 and the technical results for the period 01.01.2019-30.11.2019. Investment returns are still strong and technical results are still positive (about 800'000 USD). The net result is about 3.3 million USD.

Item 8.2: SHIF Annual report for 2018

At the request of the MC, ES explains the reasons for the delay in publishing the SHIF Annual report for 2018.

Item 8.3: Greening meetings of the SHIF Management Committee

The Chair of the MC proposes to MC members to reduce the number of documents printed for the purpose of MC meetings and urges MC members to come with a laptop. MC members agree to the proposal. The SHIF Secretariat will print a limited number of copies of documents, primarily for MC members who are no longer ILO Staff members.

The meeting ends at 4.50 p.m.
