

ILO-ITU Staff Health Insurance Fund

Report on the operations of the Fund in 2003

ILO-ITU STAFF HEALTH INSURANCE FUND

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The present report is hereby submitted to the executive heads of ILO and ITU and to the insured persons, pursuant to Article 4.7.1(i) of the Regulations.

1. Composition of the Management Committee in 2003

Pursuant to Article 4.1 of the Regulations, the Management Committee was composed of the following titular (T) and substitute (S) members. An asterisk (*) next to the name indicates that this committee member also served on the Standing Subcommittee (established under Article 4.7.2 of the Regulations).

Representing insured persons

ILO

Mr. Philippe Egger * (T)
Ms. Mireille Ecuivillon (T)
Mr. J. François Santarelli * (T)
Ms. Ursula Kulke (S)
Ms. Xenia Scheil-Adlung (S)
Ms. Irene Cross (S)

ITU

Mr. Jacques Bacaly * (T) – *Chairperson*
Mr. David Broadhurst (S)

Representing the executive heads

ILO

Mr. C. Agbavwe (T)
Mr. T. Geckeler * (S)
Ms. K. Kamioka (T) – *Vice Chairperson*
Mr. A. Castro-Gutierrez (S) until 31.12.2003
Ms. Chantal Pelvey (T)

ITU

Mr. D. J. Goossen (T)
Ms. R. Lewis-Einhorn * (S)

2. Financial situation

2.1. Assets and liabilities

As at 31 December 2003, the Fund had assets valued at US\$45,226,053 and liabilities of US\$9,068,857 (consisting essentially of an accrued liability for unsettled claims). The *Assets and Liabilities Statement* is attached as **Annex I**. It provides details on assets, liabilities

and the balance of the Guarantee Fund at the end of 2003 together with comparative figures for 2002.

2.2. Results of operating activities

The *income and expenditure statement* is attached as **Annex II**.

- The first part of Annex II reflects the Fund's *operating transactions*. Total contributions received in 2003 amounted to US\$27,313,406. Total benefits paid in 2003 amounted to US\$31,040,332. The net operating deficit (Item 6) amounted to US\$6,418,851.
- The second part of Annex II reflects the result of the *Guarantee Fund investments*. In 2003 the Fund recorded a net loss from investment transactions of US\$(410,923) including losses on currency trading. More details on investment performance are provided in section 2.3 of the present report.
- In summary, the deficit of US\$6,829,774 from operational and investment activities was mitigated by the revaluation gain of US\$5,162,812 which resulted in the net deficit of US\$1,666,962.
- The contribution income and benefits expenditure figures provide a basis for identifying the *average contribution/benefit* paid by/to Fund members. The average contribution paid by contributing members in 2003 was US\$4,276.47 compared with US\$3,860.98 in 2002 (i.e. a 10.7 per cent increase in relation to 2002), excluding voluntarily covered dependants. The average amount of benefits paid per contributing member was US\$4,844.42 in 2003 compared with US\$4,054.56 in 2002 (i.e. a 19.5 per cent increase in relation to 2002), excluding voluntarily covered dependants. The sharp increase in benefits paid reflects the overall adverse development of medical expenses in Switzerland, driven principally by high utilization and significant cost increases.

Furthermore, fluctuations of the exchange rate of the US dollar against the Swiss franc had a significant impact on the Fund's operating activities (the average exchange

rate of the US dollar to the Swiss franc moved from 1.58 in 2002 to 1.35 in 2003 – i.e. 15 per cent depreciation of US dollar against Swiss franc).

2.3. Investments

Until November 2003, management of SHIF's investments was primarily the responsibility of two investment banks: Credit Suisse Asset Management Ltd. (CSAM) of London and J.P. Morgan Fleming (JPMF), also of London. CSAM was appointed in 1991 whilst JPMF was appointed in 1994 in the name of Fleming Investment Management Ltd. In August 2000 Fleming was purchased by Chase Manhattan of New York, and, later that year, Chase merged with U.S. bank J.P. Morgan & Co. As a consequence, from 1 January 2001, the bank's investment management activities in the U.K. came under the name of J.P. Morgan Fleming (JPMF).

- At a meeting of the SHIF Management Committee in October 2003, it was decided to transfer the JPMF portfolio to CSAM which effectively merged the holdings into the portfolio which they were already managing. This decision followed upon an earlier request from JPMF that the Committee review the size of the portfolio held with them. The portfolio, managed on a segregated basis, was deemed by JPMF to be too small to be managed on such a basis and holding units in a JPMF pooled fund was suggested as an alternative. Having considered this and various other options, the Committee decided that their preference was to have a portfolio managed on a segregated basis.
- The investments consist mainly of medium- and long-term fixed income securities and the portfolios have been Swiss franc-based throughout the year. The CSAM portfolio is 100 per cent hedged to the Swiss franc, although investments are held in a variety of currencies.
- Portfolio book values at 31 December 2003 were US\$40,138,404 for CSAM and US\$278,605 for JPMF (the temporary negative balance arose as various holdings within the portfolio were being closed out as part of the transfer to CSAM). Market values at the same date were

US\$41,212,914 and US\$14,097 respectively. The investment-base currency is the Swiss franc although the accounting currency for the Fund is the US dollar. The dollar figure quoted for externally managed portfolios therefore depends on the exchange rates used to convert end-of-year balances (US\$1 = Sw.frs.1.49 at 31 December 2002, US\$1 = Sw.frs.1.30 at 31 December 2003).

- Investment performance for the year 2003 based on market values and expressed in Swiss francs for the combined portfolio was approximately 1.69 per cent. Management fees charged were, for both managers, a fixed percentage of the market value of the portfolio, paid quarterly in arrears.
- A temporary excess fund is managed by the ILO Financial Services Department for treasury purposes. As at 31 December 2003 the value of short-term investments managed by the ILO Financial Services Department amounted to US\$5,238,794.

2.4. Guarantee Fund

Article 3.8 of the Regulations in force as from 1 January 2001 sets the level of the Guarantee Fund at between one-sixth (= 6 months) and one-half (= 18 months) of Fund expenditure over the previous three financial years.

- The Guarantee Fund balance amounted to US\$36,157,195 at the end of 2003 compared with US\$37,824,157 in 2002 (see **Annex III**). This decline in the level of the Guarantee Fund is mainly due to the increase of benefits paid and to the change of the accrued liability for unsettled claims (that has been increased from US\$6,200,000 in 2002 to US\$8,800,000 in 2003 pursuant to an actuarial evaluation). Notwithstanding this decline, the level of the Guarantee Fund at 31.12.2003 remains far above the statutory minimum level that is set at US\$12,823,504.

Figure 1. SHIF Guarantee Fund (US\$ million)

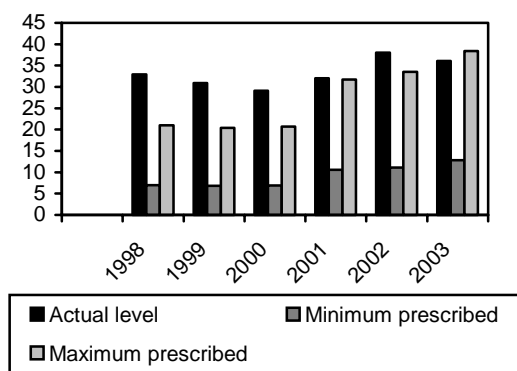
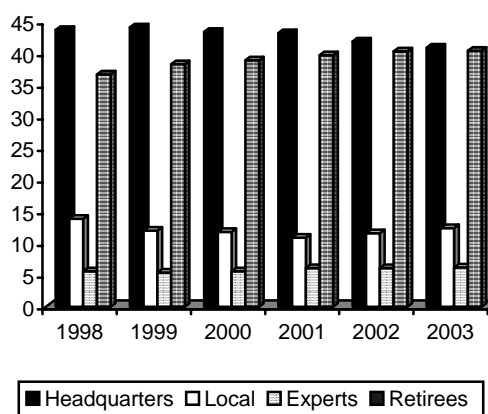


Figure 3. Composition of contributing members (relative shares)

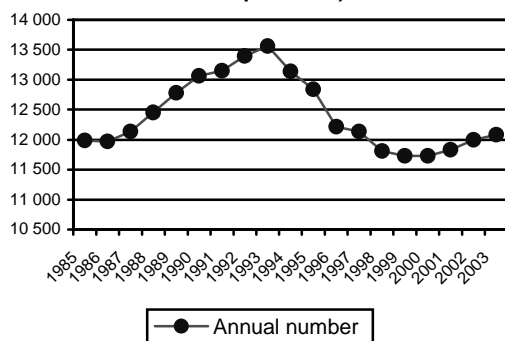


3. Trends in membership

3.1. Overall trend

The total number of persons insured on 31.12.2003 was 12,085 as against 11,998 on 31.12.2002 (excluding voluntarily covered dependants).

Figure 2. Number of insured persons 1985-2003 (excluding voluntarily covered dependants)



This membership was composed of 6,056 contributing members and 6,029 automatically covered dependants (see **Annex V** for details). The percentage of distribution of insured persons between the ILO and ITU was respectively 75.4 per cent and 24.6 per cent. The proportion of members who are retired persons remained stable and stood at 40.4 per cent of all contributing members in 2003.

3.2. Automatically covered dependants

The number of dependants stood at 6,029 in 2003 as against 6,058 in 2002. The number of automatically covered dependants per active contributing member was 1.33 in 2002 and 1.30 in 2003, whereas the figure for retired contributing members was 0.45 in 2002 and 0.53 in 2003.

3.3. Voluntarily covered dependants

The number of voluntarily covered dependants stood at 736 at the end of 2003. A summary of the annual and cumulative results of this group for the years 1997 to 2003 is set out in **Annex IV**. Under the Regulations, contribution rates in respect of voluntarily covered dependants have to be set so as to make this group self-supporting, with no contribution being paid by the organizations for these persons. The previous adjustment of contributions took effect in 1997.

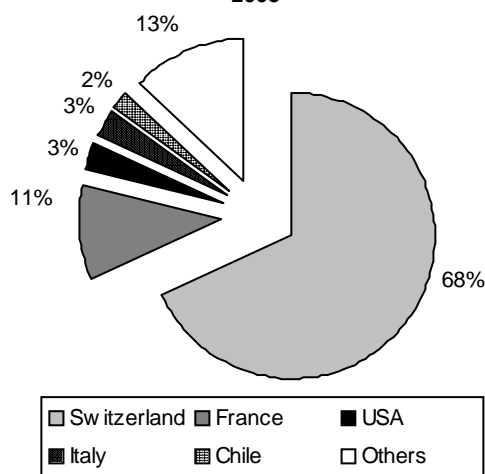
As from the year 2000, benefits paid to voluntarily covered dependants began to exceed their contributions. In view of these negative financial trends, the Management Committee decided to increase the contribution rates starting from 1 July 2003. The Management Committee also decided to undertake an actuarial valuation of voluntarily covered dependants over the preceding five years with a view to readjusting contribution rates in 2004 as appropriate.

4. Benefits statistics

4.1. Trends in expenditure

The *total benefits paid* amounted to US\$31,040,332 in 2003 compared with US\$24,084,102 in 2002. Benefits paid showed an increase of 28.8 per cent. The increase in the amount of benefits paid is the main consequence of high utilization rate by beneficiaries and also reflects the ageing of insured members and the increase in health costs in Switzerland. Benefits paid for costs incurred in Switzerland represent almost two-thirds of the total, as reflected in Figure 4.

Figure 4. Distribution by providing country for reimbursements made in 2003



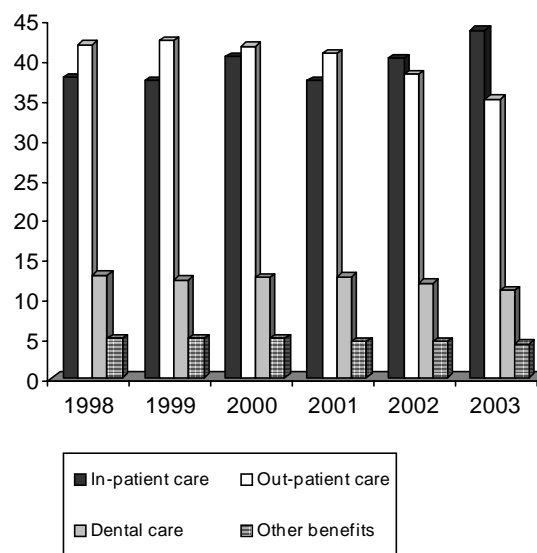
- In 2003 the benefits paid per *contributing member* (excluding voluntarily covered persons) amounted to US\$4,844.42. The benefits paid per *insured person* (excluding voluntarily covered persons) amounted to US\$2,427.62.
- For **US\$100** paid to the Fund as contributions in 2003, for each category of insured person, the Fund paid out **US\$84** in the form of benefits to headquarters' officials and field staff, **US\$68** to experts and **US\$154** to retirees.
- In 2003 **medical care** provided in hospitals constituted the single largest item of expenditure, accounting for 29.6 per cent of the total. **Doctors' fees** constituted the second largest item of expenditure, amounting to 13.4 per cent of the total in

2003. The third largest item of Fund expenditure was **medication**, amounting to 12 per cent of the total in 2003, followed closely by **dental care**, 11 per cent of the total in 2003.

- The detailed expenditure items are presented as per type of reimbursable benefits according to the Schedule of Benefits in **Annex VI**. The amount of benefits paid sorted according to the three major categories of expenditure (in-patient care, out-patient care and dental care) is presented in Figure 5. The **in-patient category** comprises the benefits for all types of institutional care. This relates in particular to hospitalization for treatment, examination or diagnosis, nursing care, post-operative convalescence and cures, including accommodation and medical care.

The **out-patient category** comprises doctors' fees, psychiatry and psychoanalysis, medical imagery, laboratory tests, prescribed medications, physiotherapy.

Figure 5. Relative share of costs by major category (percentage of total)



4.2. Supplementary benefits

Pursuant to Article 2.5 of the Regulations, the Fund pays supplementary benefits to members who have incurred expenditure above a certain threshold per family per year. The amount of supplementary benefits paid in 2003

was US\$1,811,161 compared with US\$1,209,452 in 2002. This increase is due mainly to the fall in the value of the US dollar against the Swiss franc that made it possible for a larger number of insured persons residing in Switzerland to reach the US\$-based threshold for supplementary benefits.

4.3. Annual maximum liability and most expensive claims

In the course of the year under review, **38** families submitted claims for medical expenses exceeding US\$50,000; **six** families submitted claims for medical expenses exceeding US\$100,000 and **two** families submitted claims for medical expenses exceeding the Fund's **annual maximum liability**, set at US\$150,000.

5. Administration

- **Fund Secretariat** – Mr. Satoru Tabusa (Chief of the Policy and Administration Branch in the ILO Human Resources Development Department) continued in his position as acting Executive Secretary of the SHIF during 2003. Mr. Luca Bormioli continued in his position as officer-in-charge of the day-to-day operations of the Secretariat. The competition opened as a result of the Executive Secretary's vacancy was relaunched in the course of the year.
 - **Medical Adviser** – Dr. Wabitsch, Head of the ILO Health Services Unit, acted as Medical Adviser. Dr. Rutishauser (at ITU) provided continuous direct assistance and support to the Fund. Dr. Kossovsky acted as Medical Controller.
 - **Audit** – The external auditors of ILO and ITU audited the accounts of the Fund within the context of their biennial audit of ILO and ITU financial statements.
 - **Operations of the Secretariat** – During the period under review, the units responsible for processing reimbursement claims were up to date. From a quantitative point of view, 46,915 claims were processed for all the categories of insured persons combined (ILO-ITU-TURIN) in 2003 and 47,750 in 2002.
- **Activities of the Management Committee**
 - The Management Committee met six times in 2003. It monitored the functioning of the Secretariat and the Fund's financial situation. The following issues are worth highlighting in view of their importance:
 - **Financial equilibrium:** The Committee established a working group to closely monitor the financial equilibrium of the Fund. The working group examined several options concerning review of contribution rates and their impact on the Fund's finances in preparation for the next actuarial evaluation.
 - **Schedule of benefits**
 - Long-term nursing services:* In view of the increasing cost of nursing care institutions in Switzerland, the Committee decided to increase the maximum ceilings for long-term nursing services and to suppress the principle of decreasing benefits. It also decided to review the existing provisions relating to nursing services in order to introduce a more coherent system of long-term care.
 - Preventive care:* The Committee discussed several options to improve reimbursement conditions in respect of preventive medical care.
 - **Voluntarily covered dependants:** Contribution rates in respect of voluntarily covered dependants were reviewed. The Committee decided to increase the rates as from 1 July 2003 and to undertake an actuarial evaluation of this group over a five-year period.
 - **Agreements with health-care providers:** (*At headquarters*) a new agreement with Clinique La Métairie in Nyon (VD) was concluded together with the health insurance services of UNOG/WHO/CERN. An audit of the invoicing system of Hôpital de la Tour in Meyrin was carried out on behalf of the Fund by WHO and CERN insurance services. This audit will be used as a basis to negotiate a new

agreement with Hôpital de la Tour. (*In the field*) a special agreement was concluded with two major hospitals in Beirut with a view to allowing local staff to be admitted for medical care without any deposit or restriction.

- **Recruitment of the Executive Secretary:** The Chairperson and Vice-Chairperson of the Management Committee were closely involved in the recruitment procedure concerning the Executive Secretary's vacant post and they participated in the selection of candidates.

5.1. Activities of the Standing Subcommittee: Special cases

Special cases correspond to situations which require interpretation of the Regulations and Administrative Rules, or which call for exceptions thereto, in accordance with Articles 1.7 or 2.2(3) of the SHIF Regulations. They are studied by the Standing Subcommittee, which submits an annual report to the Management Committee concerning the decisions taken (*SHIF Case Law Database*). The Standing Subcommittee met three times in 2003 and dealt with 14 special cases. The following cases are worth highlighting in view of their general applicability:

- **Infertility treatment:** Following a request from an insured member, the Subcommittee confirmed that infertility treatment should be regarded as a medical treatment such as defined under Code 1.1 of the Schedule of Benefits for the purpose of paying benefits. It was decided that reimbursement of medical travel benefits under Code 6.3 could not be authorized in respect of infertility treatment.
- **Functional rehabilitation:** Following the advice of the Medical Adviser, the Standing

Subcommittee confirmed that the maximum limit set by Code 1.5 in respect of functional rehabilitation treatments could only be exceeded in case of rehabilitation after an accident, major surgery or neuromuscular disease. The definition of neuromuscular disease was discussed and specific parameters have been set.

- **Thermal cures:** The Standing Subcommittee rejected a claim for reimbursement of a thermal cure for thalassotherapy, sold as package-travel by a travel agency. It was reconfirmed that thermal cures would be reimbursable only when prescribed by a physician and performed in recognized thermal institutions/centres. Thermal cure travels sold by travel agencies would not qualify for reimbursement.
- **Coverage of domestic partners:** The issue concerning voluntary coverage for domestic partners was examined by the Standing Subcommittee upon referral by an insured member. While the Standing Subcommittee determined that insured members' domestic partners would not be eligible for voluntary coverage under the existing SHIF rules, it was recognized that this option could be further considered in the context of a future amendment to the SHIF Regulations.
- **Fraud:** The Secretariat detected several cases of suspected fraud. In the case where the fraud was suspected, the Subcommittee decided to suspend payment of benefits, in accordance with Article 2.10.4 of the Regulations, until the facts were clarified. In the cases where fraud was found or suspected to have been committed by a serving official, the Human Resources Department of the organization in question was requested to consider taking disciplinary action.

Jacques Bacaly,
Chairperson.

Satoru Tabusa,
Acting Executive Secretary.

Geneva, 22 July 2004.

ANNEX I

ILO-ITU Staff Health Insurance Fund
Assets and Liabilities Statement as at 31 December 2003

(in US dollars)

ASSETS		ILO	ITU	Total 2003	Total 2002
1. Cash	Term deposits	3 420 671	1 818 123	5 238 794	9 003 059
2. Debtors	Advances and other accounts receivable	123 656	3 802	127 458	129 108
3. Investments	Held with CSAM	28 799 339	11 339 066	40 138 404	20 373 986
	Held with JPMF	(200 599)	(78 006)	(278 605)	14 804 628
TOTAL		32 143 067	13 082 985	45 226 053	44 310 781
LIABILITIES					
1. Creditors	Prepaid contributions	268 857	-	268 857	239 240
	Other creditors	-	-	-	47 383
2. Accrued liability for unsettled claims		6 300 000	2 500 000	8 800 000	6 200 000
TOTAL		6 568 857	2 500 000	9 068 857	6 486 624
EXCESS OF ASSETS OVER LIABILITIES		25 574 210	10 582 985	36 157 195	37 824 157
SHIF Guarantee Fund					
	Balance brought forward from previous year	26 553 558	11 270 599	37 824 157	32 050 022
	Total surplus/(deficit) for the year	(979 348)	(687 614)	(1 666 962)	5 774 135
Balance of GUARANTEE FUND at 31 December 2003		25 574 210	10 582 985	36 157 195	37 824 157

EXTRACT FROM THE AUDITED ACCOUNTS

ANNEX II

ILO-ITU Staff Health Insurance Fund Income and Expenditure Statement for the year ended 31 December 2003

(in US dollars)

OPERATING TRANSACTIONS		ILO	ITU	Total 2003	Total 2002
1. Contributions received	Active staff	4 716 681	2 087 381	6 804 062	5 780 669
	Organizations	4 639 877	2 010 103	6 649 980	5 661 317
	Experts	565 699	127 302	693 002	723 934
	Organizations	533 531	127 302	660 833	706 259
	Retired/survivors	2 743 138	953 679	3 696 817	3 354 027
	Organizations	5 486 275	1 907 359	7 393 634	6 708 054
	Voluntary	982 059	433 021	1 415 079	1 315 628
	TOTAL CONTRIBUTIONS	19 667 259	7 646 147	27 313 406	24 249 887
2. Benefits paid	Active staff	7 434 288	3 894 080	11 328 368	9 306 921
	Experts	842 907	74 661	917 568	722 273
	Retired/survivors	12 632 390	4 459 514	17 091 904	12 663 710
	Voluntary	1 182 984	519 508	1 702 492	1 391 198
	TOTAL BENEFITS	22 092 569	8 947 763	31 040 332	24 084 102
3. Net surplus/(deficit) in contributions income over benefits paid		(2 425 310)	(1 301 616)	(3 726 926)	165 785
4. Increase/(decrease) in accrued liability for unsettled claims		1 900 000	700 000	2 600 000	-
5. Exchange gains/(losses)		(52 413)	(39 512)	(91 925)	(59 862)
6. Net operating surplus/(deficit)		(4 377 723)	(2 041 128)	(6 418 851)	105 922
INVESTMENT TRANSACTIONS					
7. Interest and other income received		1 164 827	465 551	1 630 378	1 455 363
8. Capital gains/(losses) on investment sold		143 365	55 750	199 115	150 845
	Subtotal	1 308 191	521 301	1 829 493	1 606 208
9. Gains/(losses) on currency trading:	On purchase and sales	(1 511 074)	(587 639)	(2 098 713)	593 574
	On revaluation	-	-	-	201 971
	Subtotal	(1 511 074)	(587 639)	(2 098 713)	795 546
	Total investment income	(202 882)	(66 338)	(269 220)	2 401 753
10. Expenditure:	Investment management fees	93 701	36 438	130 138	106 075
	Sundry expenses	11 565	-	11 565	10 706
	Total investment expenditure	105 265	36 438	141 703	116 781
11. Net income/(loss) on investments		(308 148)	(102 776)	(410 923)	2 284 973
12. Net surplus/(deficit)		(4 685 870)	(2 143 904)	(6 829 774)	2 390 895
13. Revaluation gain/(loss) on assets and liabilities		3 706 522	1 456 290	5 162 812	3 383 240
	NET RESULT FOR THE YEAR	(979 348)	(687 614)	(1 666 962)	5 774 135

EXTRACT FROM THE AUDITED ACCOUNTS

These figures are summarized in the ILO Audited Financial Statements for
the Sixty-eighth Financial Period (2002-03)

ANNEX III

Guarantee Fund 1998-2003 ¹ / Fonds de garantie entre 1998 et 2003 ²
(in US\$)

Année comptable / Accounts year	1998	1999	2000	2001	2002	2003
Fonds de garantie / Guarantee Fund	32 986 259	30 963 757	29 184 544	32 050 022	37 824 157	36 157 195
Prestations versées / Benefit expenditure	19 863 595	20 676 071	21 069 924	21 816 590	24 084 102	31 040 332
Niveau <i>minumum</i> statutaire / <i>Minimum</i> level	7 004 405	6 806 864	6 928 843	10 593 764	11 161 769	12 823 504
Niveau <i>maximum</i> statutaire / <i>Maximum</i> level	21 013 215	20 420 593	20 786 530	31 781 293	33 485 308	38 470 522
Ratio: niveau effectif / niveau maximal Ratio: actual level / maximum level	1.57	1.52	1.40	1.01	1.13	0.93
Taux de change CHF/USD en fin d'année Sw.frs./US\$ exchange rate at year end	1.41	1.59	1.76	1.65	1.49	1.30

¹ Translated into Swiss francs, the level of the Fund was Sw.frs.**56,357,993** at 31.12.2002 and Sw.frs.**47,004,353** at 31.12.2003 (USD 1 = Sw.frs.1.49 at 31.12.2002; USD 1 = Sw.frs.1.30 at 31.12.2003)

² Traduit en franc suisse, le niveau du Fonds s'élève à **56.357.993** CHF au 31.12.2002 contre **47.004.353** CHF au 31.12.2003 (USD 1 = CHF 1.49 au 31.12.2002 ; USD 1 = CHF 1.30 au 31.12.2003).

ANNEX IV

Voluntarily covered dependants (VCD): Summary of annual and cumulative results 1997-2003

Personnes à charge volontairement protégées (PVP): Récapitulation des résultats annuels et cumulatifs 1997-2003

Année / Year	Nombre de PVP / Number of VCD	Cotisations / Contributions (US\$)	Prestations / Benefits (US\$)	Solde / Operational balance (US\$)	Résultats / Cumulative result	Prestations versées par dollar cotisé / Benefit paid per dollar contributed
1997	551	980 454	818 123	162 331	162 331	0.83
1998	583	1 072 319	865 139	207 180	369 511	0.81
1999	637	1 086 552	957 017	129 535	499 046	0.88
2000	661	1 145 744	1 301 601	(155 857)	343 189	1.13
2001	723	1 249 596	1 320 989	(71 395)	271 794	1.05
2002	706	1 315 628	1 391 197	(75 569)	196 225	1.05
2003	736	1 415 079	1 702 492	(287 413)	(91 188)	1.20

ANNEX V

Membership of the Fund 1999-2003 / Affiliation à la Caisse 1999-2003
(voluntarily covered dependants excluded / excepté les personnes à charge volontairement protégées)

Catégorie / Category	Membres cotisants / Paying members					Personnes à charge / Dependants					Total (personnes assurées / insured persons)				
	1999	2000	2001	2002	2003	1999	2000	2001	2002	2003	1999	2000	2001	2002	2003
Moyenne de l'année / Year's average															
<i>ILO / BIT</i>															
Siège / Headquarters	1 572	1 624	1 630	1 569	1 615	1 968	1 985	1 981	1 882	1 964	3 540	3 609	3 611	3 451	3 579
Bureaux extérieurs / External Offices	668	667	622	669	733	1 375	1 214	1 118	1 221	1 217	2 043	1 881	1 740	1 890	1 950
Personnel de mission / Field project personnel	275	292	314	318	344	356	363	409	434	414	631	655	723	752	758
Anciens fonctionnaires et survivants / Former officials and survivors	1 640	1 680	1 747	1 793	1 835	929	948	986	999	994	2 569	2 628	2 733	2 792	2 829
TOTAL	4 155	4 263	4 313	4 349	4 527	4 628	4 510	4 494	4 536	4 589	8 783	8 773	8 807	8 885	9 116
<i>ITU / UIT</i>															
Siège / Headquarters	932	888	900	918	862	1 064	1 028	1 043	1 054	1 024	1 996	1 916	1 943	1 972	1 886
Bureaux extérieurs / External offices	14	19	18	24	19	16	23	19	29	26	60	42	37	53	45
Personnel de mission / Field project personnel	32	37	46	48	35	65	73	95	103	68	97	110	141	151	103
Anciens fonctionnaires et survivants / Former officials and survivors	533	571	582	601	613	293	318	320	336	322	826	889	902	937	935
TOTAL	1 511	1 515	1 546	1 591	1 529	1 438	1 442	1 477	1 522	1 440	2 979	2 957	3 023	3 113	2 969
<i>ILO/BIT / ITU/UIT</i>															
Siège / Headquarters	2 504	2 512	2 530	2 487	2 477	3 032	3 013	3 024	2 936	2 988	5 536	5 525	5 554	5 423	5 465
Bureaux extérieurs / External offices	682	686	640	693	752	1 391	1 237	1 137	1 250	1 243	2 073	1 923	1 777	1 943	1 995
Personnel de mission / Field project personnel	307	329	360	366	379	421	436	504	537	482	728	765	864	903	861
Anciens fonctionnaires et survivants / Former officials and survivors	2 173	2 251	2 329	2 394	2 448	1 222	1 266	1 306	1 335	1 316	3 395	3 517	3 635	3 729	3 764
TOTAL	5 666	5 778	5 859	5 940	6 056	6 066	5 952	5 971	6 058	6 029	11 732	11 730	11 830	11 998	12 085

ANNEX VI

Benefit statistics, 1999-2003 / Statistiques des prestations, 1999-2003

Nature des prestations / Types of benefits	Prestations versées (dollars E.-U.) / Benefits paid (US\$)				
	1999	2000	2001	2002	2003
TOTAL	20 981 687	21 778 200	21 108 044	24 243 752	31 002 992¹
Honoraires des médecins / Doctor's services	4 181 824	4 254 923	3 943 835	3 750 392	4 175 410
Laboratoire, radio et autres tests / X-rays, laboratory and other tests	938 013	912 015	995 143	1 307 756	1 599 173
Traitements spéciaux / Special treatments	854 047	850 929	702 820	666 608	869 572
Psychanalyse et psychothérapie / Psychoanalysis and psychotherapy	345 967	376 746	370 597	371 690	505 170
Salle commune à prix forfaitaire / Public ward at global fee	665 762	925 993	602 565	691 560	1 403 843
Frais de séjours en hôpital / Hospital accommodation					
Frais de séjours en clinique / Clinic accommodation	1 172 530	1 198 397	980 218	1 105 797	1 386 931
Soins médicaux / Medical care	5 038 262	5 545 609	5 164 506	6 576 266	9 195 989
Convalescence postopératoire / Post-operative convalescence	120 257	149 881	82 642	74 401	130 982
Autres convalescences ou cures / Other convalescences and cures	27 546	24 501	39 462	34 189	34 022
Soins infirmiers / Nursing care	843 131	991 139	1 024 818	1 266 197	1 425 547
Médicaments prescrits / Prescribed medicaments	2 605 811	2 721 165	2 626 361	3 186 033	3 748 133
Soins dentaires / Dental care	2 584 549	2 757 574	2 676 269	2 881 310	3 416 005
Appareils optiques: verres / Optical appliances: lenses	536 845	557 873	527 939	612 866	709 707
Appareils optiques: montures / Optical appliances: frames	146 267	185 637	174 964	191 979	190 582
Appareils acoustiques / Hearing aids	140 801	101 551	70 428	106 480	121 787
Autres appareils / Other appliances	141 678	147 439	119 060	126 045	169 825
Transports médicaux / Medical travel	44 519	50 858	35 811	56 698	75 743
Frais funéraires / Funeral costs	27 011	25 972	27 331	28 033	33 410
Prestations supplémentaires / Supplementary benefits	557 876	888 216	943 275	1 209 452	1 811 161
Parité moyenne / Exchange rate average US\$/Sw.frs.	1.46	1.50	1.69	1.68	1.35

¹ The difference with the total shown in the Income and Expenditure Statement (ANNEX II) is due to the recovery of benefits paid in advance for medical expenses related to service incurred sickness/third party liable.

La différence par rapport au montant qui figure dans le relevé des recettes et des dépenses (ANNEXE II) est due à la récupération des prestations versées comme avances pour frais médicaux imputables au service/tiers responsable.
