

ILO/ITU STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 206th Meeting of the Management Committee

Wednesday, 23 November 2011

9.30 a.m., ILO, Room XII Elimane Kane (M3 South)

Present:Representing the insured persons:**ILO**Ms. Mireille Ecuivillon
Mr. Jean-François Santarelli
Ms. Xenia Scheil-Adlung**ITU**Mr. David Broadhurst
Mr. Michel RollandRepresenting the Organizations:Mr. Charles Agbavwe
Mr. Tilmann Geckeler
Mr. Juan LloberaMr. Thierry Perewostchikow
Ms. Marianne WilsonOther attendees:Mr. Clifford Kunstler, SHIF Executive Secretary
Ms. Heather Harris, SHIF Claims Supervisor**Apologies for absence were received from:**Ms. Chantal Amine – Mr. Chris Baron – Ms. Anne Drouin – Mr. Fikri Gurzumar
Mr. Philippe Marcadent - Mr. Giuseppe Zefola

The meeting opened at 9.40 a.m.

Item 1: Approval of meeting agenda
(SHIF/MC/11/206/AG)

Management Committee (MC) decides to approve agenda, with following adjustments:

- Items 7.2 and 7.3 examined before Item 5; and
- Item 7.3 includes examination of two identical cases.

Item 2: Approval of the Record of Decisions of the 203rd meeting of the Management Committee
(SHIF/MC/11/RD.203)

Chair refers to document ref. SHIF/MC/11/RD.203 and proposes changes affecting form only, not content. **MC decides to approve Record of Decisions of its 203rd meeting with the proposed changes.**

Item 3: Approval of the Record of Decisions of the 204th meeting of the Management Committee
(SHIF/MC/11/RD.204)

Chair refers to document ref. SHIF/MC/11/RD.204 and proposes changes affecting form only, not content. Two other changes are proposed:

- 3rd paragraph: “With respect to *routine* reporting of the *SHIF Secretariat to the MC*, there is a shared view within the MC [...]”; and
- 6th paragraph: “Elected MC members voice concerns about dissatisfaction expressed by ILO Staff Union representatives. However, *some of the elected members note that* this dissatisfaction is not *fully* reflected by actual complaints received by the elected *MC* members [...]”

MC decides to approve Record of Decisions of its 204th meeting with the proposed changes.

Item 4: Approval of the Record of Decisions of the 205th meeting of the Management Committee
(SHIF/MC/11/RD.205)

Chair refers to document ref. SHIF/MC/11/RD.205 and proposes changes affecting form only, not content. Four other changes are proposed:

- Item 3: “[...]. Does, however, inform MC that ILO and ITU ~~have granted~~ *are arranging* funding for the re-write of HIIS (NHIIS).”
- Item 4: “[...]. However, upon request, ES may provide ILO and ITU technical support with respect to the selection of an external scheme. *MC also decides to re-visit current LTC benefits in the context of the general revision of all capped benefits.*”
- Item 5.3 (2nd para.): “Pursuant to para. 4 2 of Art. 2.1 (“Free choice [...]”)”
- Item 5.4 (2nd para.): “Pursuant to Art. 1.7 (“Coverage in exceptional cases”) of the SHIF Regulations *and in view of past practice in similar cases*, MC decides [...].”

MC decides to approve Record of Decisions of its 205th meeting with the proposed changes.

**Item 5: Case of suspected fraud and discussion on sanctions
where fraud is committed by insured persons who are not officials**
(SHIF/MC/2011/206/5)

Executive Secretary (ES) provides background of case (refers to document ref. SHIF/MC/2011/206/5). Points out that there is no provision in SHIF Regulations for the exclusion from the Fund, in cases of fraud, of insured persons who are not officials (ex.: retired officials). This translates into a *de facto* difference of treatment, in the event of fraud, between active staff members and insured persons who are not officials. In the event of fraud, active officials risk termination of employment, which in turn results in termination of SHIF coverage.

MC decides that a new provision should be proposed for inclusion in the SHIF Regulations, governing sanctions in cases of fraud. Sanctions should be progressive in severity and possibly culminate in exclusion from the Fund. This should be included in a future workplan.

MC notes that, in this case, insured person has decided to withdraw from the SHIF. Requests of ES that he communicate with insured person re. following decision:

MC decides that, pursuant to para. (b) of Art. 2.11 (“Forfeiture and suspension of benefits”) of the SHIF Regulations, benefits in respect of this and future healthcare should be suspended until withdrawal is effective. Meanwhile, collection of SHIF contributions should be maintained.

MC also notes that SHIF Regulations do not preclude seeking reparation through penal courts in cases of fraud.

Item 6: Increases in USD capped benefits (SHIF/MC/2011/206/6)

MC refers to document ref. SHIF/MC/2011/206/6.

In order for informed decisions to be taken, benchmark needs to be developed, taking into account benefit schedules of other schemes, both within the UN system and outside (ex.: CERN, LaMal, etc).

MC requests of ES that he prepare simulations incorporating suggested increases, for the periods 2010-13 and 2014-17. Simulations should also incorporate an increase in the LTC benefit (approved expense) from USD 138.00 to USD 180.00. Results of the simulations may reveal to be selective in respect of implementation of increases and/or to adjust suggested increases and/or to stagger increase effective dates.

Item 7: Other Business

1. Status of election process

ES provides status report on election process.

2. Special case: Request for ASHI coverage under Art. 1.3 (d) of SHIF Regulations where requirement of five years of affiliation to the Fund is not fulfilled

MC refers to document ref. SHIF/MC/2011/206/7-2.

MC notes that its decision needs to support organizations’ aim to promote inter-agency mobility, incl. within the 5-year period immediately preceding retirement. This may require an amendment to the SHIF Regulations. MC also recognizes the need to take into account the compulsory nature of SHIF coverage, which limits ability to resort to alternative insurance arrangements.

MC decides to consider this case exceptional, as: (i) the request is lodged in the context of an inter-agency transfer immediately prior to retirement; and (ii) the official has accrued 40 years of service within the UN system. MC therefore decides to accede to the request for ASHI coverage under Art. 1.3 (d) of SHIF Regulations.

MC further decides that, for the one missing month (i.e. until a 5-year period of contribution based on Arts 3.2.1 and 3.2.4 of the SHIF Administrative Rules has been completed) SHIF contribution should be assessed based on the insured person’s last remuneration. Thereafter, contributions should be assessed based on the insured person’s pension (i.e. normal assessment rules apply).

3. Special case: Request for re-integration into the Fund as per. Art. 1.6, paragraph 3, of the Fund’s Regulations

MC refers to document ref. SHIF/MC/2011/206/7-3.

MC decides to accede to the request for re-integration into the Fund as per. Art. 1.6, para. 3, of the Fund's Regulations. MC also decides that the 1-year waiting period in respect of payment of benefits associated with dental care and optical appliances should apply.

MC further decides to apply same decision to identical case presented by the ES in session.

4. Organization of the next meeting of the SHIF Standing Subcommittee

Time constraints preclude discussion of this agenda item.

The meeting ended at 12.30 p.m.
