

STAFF HEALTH INSURANCE FUND  
**Record of Decisions**  
**of the 273<sup>rd</sup> meeting of the Management Committee**

**Tuesday, 24<sup>th</sup> January 2023**

at 2:00 p.m., Room VI (R3 South)

Present:

Representing the insured persons of the ILO:

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

Representing the Director-General:

Mr. Tilmann Geckeler (Titular member)  
Mr. Fikri Gurzumar (Titular member)  
Mr. Luca Bormioli (Titular member)  
Mr. Sietse Buijze (Substitute member)  
Mr. Giuseppe Zefola (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:*  
Ms. Lisa Morgan

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The meeting opens at 2.05 p.m.

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

**Management Committee (MC) decides to elect:**

- as Chairperson: Mr. Pierre Sayour
- as Vice- Chairperson: Mr. Fikri Gurzumar

### **Item 2: Approval of meeting agenda SHIF/MC/23/273/AG**

MC refers to document ref. SHIF/MC/22/273/AG and approves the agenda.

### **Item 3: Approval of the Record of Decisions of the 272<sup>nd</sup> meeting of the Management Committee (SHIF/MC/22/RD.272)**

MC refers to document ref. SHIF/MC/22/RD.272 and approves the Record of Decisions.

### **Item 4: SHIF WorkPlan for 2023**

ES presents the draft SHIF WorkPlan for 2023. He expresses concerns on the fact that the resources of the Secretariat are insufficient to cope with the increasing workload. He points out that even the External Auditors have recommended that Management should address the need of additional resources to support the Secretariat and ensure that its workforce is fit for purpose.

**MC makes several comments and approves the WorkPlan.**

### **Item 5: 2021 Actuarial analysis of the SHIF**

Ernst and Young (EY) has incorporated all the comments made by the MC and has sent the final version of the report in December 2022. **MC decides that the SHIF secretariat should prepare some proposals based on the recommendations of the Actuarial analysis. Proposals should include changes in contributions as well as adjustments to the schedule of benefits with a view to presenting a comprehensive package of possible changes to be considered by the MC and ultimately submitted to all insured members.**

**A specific meeting of the MC will be organised to discuss the proposals, if possible, in March 2023.**

### **Item 6: Internal Audit of the Staff Health Insurance Fund**

The Office of the Internal Audit and Oversight (IAO) has just completed its Internal Audit of the Staff Health Insurance Fund. The SHIF ES was notified on 4 August 2021 that a new audit would be undertaken in respect of the previous audit recommendation in the area of fraud prevention and control. ES informed the MC about the audit during its 266<sup>th</sup> meeting on 30 September 2021. A draft report was sent to the ES on 15 November 2021. ES provided its comments on the report on 19 November 2021. A meeting with IAO and SHIF/HR/POL took place on 30 November 2021 to discuss these comments. No further exchange took place until 18 November 2022 when IAO updated its report and sent it back to the ES asking him to provide any final comment by 25 November 2022. ES reiterated the comments provided in November 2021 that had not been taken into consideration. At the same time, on 18 November 2022, IAO sent an extract of the report to the Chairperson and Vice-Chairperson of the SHIF MC asking for their comments by 25 November 2022. The Chairperson of the MC provided some comments on 2 December 2022.

The final audit report was sent by IAO to the DG (Cabinet), the Director of the HRD, the ILO financial Comptroller, the ILO Legal Adviser, the External Auditors and the IAOC on 9 December 2022. The Director of HRD-o-i-c asked on 19 December 2022 to the IAO if the report could be shared with the members of the MC and IAO responded on 20 December 2022 that it has no objection but that it should be mentioned that the report is confidential and an internal document that should not be shared with other parties unless they contact IAO first for permission. ES shared the report with the MC on 13 January 2023.

MC discusses the audit report and raises significant concerns about the fact that some considerations made in the audit appeared to denote a lack of understanding of the SHIF governance in the specific context of its operations as a mutual health insurance scheme funded by the organization as the employer and officials/former officials as insured members.

Furthermore, MC asks for clarifications on the audit process and in particular on the reason why the report was not submitted directly to the MC in accordance with article 4.14 §3 of the SHIF Regulations, which says that :

“Compliance audits and audits in relation to the operations of the Fund shall be performed on a regular basis by the ILO Office of Internal Audit and Oversight; audit reports shall be submitted to the Management Committee and the Director General.

**It is decided that the MC will send a letter to the IAO to express its concerns in this respect and ask for the necessary clarifications. Possibly, the IAO will be invited to attend the next meeting of the MC in order to discuss the matter and provide an opportunity for clarifications.**

**At the same time, MC encourages the SHIF Secretariat to carefully consider the audit recommendations with a view to meeting the deadline (3 months) for the initial response with “action plans”, as well as the second deadline (6 months) for updates with “implementation”, to the extent possible.**

#### **Item 7: SHIF Financial situation**

##### **Item 7.1: SHIF Financial situation as of 31.12.2022 and technical results for the period 01.01.2022-31.12.2022**

A representative of the administration presents the draft SHIF financial situation as of 31.12.2022 and the technical results for the period 01.01.2022-31.12.2022.

MC notes that the preliminary results show a deficit for the period of 5.1 million USD, mainly because of unrealized losses on investments due to current market conditions.

The technical result for the period amounts to USD 1.4 million.

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The meeting ends at 4:15 p.m.

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