

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 274th meeting of the Management Committee

Friday, 24th March 2023

at 2:30 p.m., Room VI (R3 South)

Present:

Representing the insured persons of the ILO:

Ms. Mireille Ecuivillon (Titular member)
Mr. Pierre Sayour (Titular member)
Ms. Azza Taalab (Substitute member)
Ms. Lisa Morgan (Substitute member)

Representing the Director-General:

Mr. Tilmann Geckeler (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. Catherine Comte-Tiberghien
Ms. Elisabeth Fombuena

Representing the Director-General:

Mr. Fikri Gurzumar

The meeting opens at 2.35 p.m.

Item 1: Approval of meeting agenda
SHIF/MC/23/274/AG

MC refers to document ref. SHIF/MC/23/274/AG and approves the agenda.

Item 2: Approval of the Record of Decisions of the 273rd meeting of the Management Committee
(SHIF/MC/23/RD.273)

MC refers to document ref. SHIF/MC/23/RD.273 and approves the Record of Decisions.

Item 3: Amendments to the SHIF Regulations
(SHIF/MC/23/274/3)

ES presents the document SHIF/MC/23/274/3. The first point of the document concerns a proposed increase in contributions as recommended in the latest actuarial valuation and the second point lists some possible adjustments to the SHIF Schedule of Benefits and Administrative Rules.

1) Proposed increase in SHIF contributions

After some discussions about the different options regarding how (phased approach or not) and when to increase the contributions, there is a consensus amongst MC members present at the meeting to increase all the contribution rates provided for under Article 3.6 (“Rates of contributions”) of the SHIF Regulations by 5% as of 1st January 2024.

2) Possible adjustments to the SHIF Schedule of Benefits and Administrative Rules

Regarding the proposed adjustments to the Schedule of Benefits and Administrative Rules, MC agrees that excluding Code 2.5 (“Stay in a nursing home”) and Code 2.6 (“Long-term nursing services at home”) from supplementary benefits and lowering the threshold to access supplementary benefits as provided for in Article 2.5.3 (“Supplementary benefits”) of the Fund’s Administrative Rules (from 25% of the relevant annual income to 20%) need to be further considered based on additional data to be provided by the Secretariat.

MC agrees in principle to base the threshold to access supplementary benefits for staff working part-time to the part-time salary and not to the full-time salary. The estimated cost of this change is between USD 15’000 to USD 20’000 per year.

MC agrees in principle to remove the waiting period for Codes 4 (“Dental care”), 5.1 (“Optical appliances”) and 5.2 (“Hearing aids”) of the Fund’s Administrative Rules. The estimated cost of this change is minimal (data provided by the SHIF Secretariat).

MC agrees in principle to increase the maximum approved expenses for Code 5.1 (“Optical appliances”) from US\$ 320.00 to US\$ 400.00 per calendar year. The estimated cost of this change is approximately US\$ 100’000 per year.

Recognizing that the introduction of Code 9 (“Alternative medicines”) in 2018 has led to a decrease of benefits in some very specific cases (because of the move from Code 1.5 (“Functional rehabilitation”) to Code 9 of osteopathy and acupuncture treatments), MC agrees in principle to increase the maximum approved expenses for Code 9 from US\$ 1’200.00 to US\$ 1’500 per year, while admitting that this proposed adjustment to the Fund’s Administrative Rules needs to be further discussed. The estimated cost of this change is estimated to be less than US\$ 15’000 per year.

MC does not support the idea of introducing a reimbursement for fitness-gym fees. On the contrary, MC strongly recommends that, via a SHIF Newsletter, SHIF insured members are reminded of the benefits that practising some physical activity may have on health.

MC agrees in principle to change the reimbursement rate applied under Code 6.3 (“Other transport for medical purposes”) of the Fund’s Schedule of Benefits from 80% to 100%. The estimated cost of this change is minimal (data provided by the SHIF Secretariat).

MC does not agree to introduce a bonus for medical expenses incurred outside of countries with high health costs.

MC discusses the definition of the dependency status of spouses as defined in the Staff Regulations. MC agrees that it would be very difficult to change the current rules and collect contributions from another source than the salary of the ILO staff or the pension of the ILO retiree. MC decides not to pursue the matter.

It is decided that ES will prepare the requested additional data/statistics and will prepare a circular for amendments to be approved by the MC at its next meeting.

Item 4: Any other Business

Item 4.1: Draft SHIF Financial situation as of 31.12.2022 and technical results for the period 01.01.2022-31.12.2022

Item 4.2: Draft SHIF Financial situation as of 31.01.2023 and technical results for the period 01.01.2023-31.01.2023

The Financial situations were not presented for lack of time.

Item 4.3: SHIF Regulations

A representative of the insured persons has been contacted by the section of the Former Officials of the ILO about the publication date of the 2022 SHIF Regulations. ES informs that the new Regulations will be published in due course.

The meeting ends at 5:05 p.m.
