

ILO/ITU STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 226th Meeting of the Management Committee

Thursday, 18 December 2014

at 9.30 a.m., ILO, room I (R3 South)

Present:

Representing the insured persons of the ILO:

Mme Chantal Amine (Titular member)
Mr. Sylvain Delaprison (Titular member)
Mr. Gérald Weder (Titular member)
Ms. Mireille Ecuillon (Substitute member)
Ms. Cherry Thompson-Senior (Substitute member)
Mr. Jean-François Santarelli (Substitute member)

Representing the Director-General:

Mr. Tilmann Geckeler (Titular member and Chairman)
Mr. Fikri Gurzumar (Titular member)
Mr. Jean-Claude Villemonteix (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 Director-General of the ILO: Mr. Giuseppe Zefola – Ms. Anne Drouin

The meeting opens at 9.35 a.m.

Item 1: Approval of meeting agenda
(SHIF/MC/14/225/AG)

Management Committee (MC) referred to document ref. SHIF/MC/14/225/AG and **decided to approve the meeting agenda.**

Item 2: Approval of the Record of Decisions of the 225th meeting of the Management Committee
(SHIF/MC/2014/RD.225)

MC referred to document ref. SHIF/MC/14/RD.225 and **decided to approve the Record of Decisions of the 225th meeting of the Management Committee with the following changes in item 5:**

Beginning of 3rd § will read “MC members representing the Director-General recalled the recent ILO Governing Body (GB) discussion of ASHI (After-Service Health Insurance) and the clear message from the GB to be cautious with any increase in benefits.”

4th § will read “As a measure to accompany the increase of contributions already approved in principle (SHIFMC/14/RD.223), MC decides to change the following ceilings/maxima:”

Last but one § will read “MC further decides to delete article 1 of Code 2.4 (Cures) related to the maximum benefits for accommodation during cures. The estimated savings are minimal.”

Last § will read “MC decides to hold a final meeting before the end of the year to approve the package of amendments to the SHIF Regulations and Administrative Rules required to implement the contribution increase and adjusted ceilings”.

Item 3: Amendments to the Regulations and Administrative Rules of the Staff Health Insurance Fund
(SHIF/MC/2014/226/3)

As an introduction to the item, the Chair of the MC made reference to the Broadcast sent on 10 December by the ILO Staff Union, which alleged that putting this item on the agenda of this meeting, just before the year-end Office closure, was a tactical move in order to make it near impossible for the Staff Union to obtain a referendum on the proposed contribution increase. Chair mentioned his discussion with the Chair of the Staff Union Committee who explained that the Broadcast had eventually been sent by mistake but that it would not be withdrawn. MC Chair expressed regrets about the situation and concerns about potential consequences on the image of the MC.

MC members discussed the issue of whether the MC should react to the Broadcast. Some members of the MC felt that the MC should react. Several MC members noted that the Broadcast mainly targeted the ILO administration and not the MC as such.

Chairman concluded in explaining that there had never been any intention to notify insured members of a possible decision before Christmas, and that, in addition, this would be technically impossible.

MC discussed the proposed Amendments to the Regulations and Administrative Rules of the Staff Health Insurance Fund. As from the discussions it appeared that there was no consensus between the MC members, the Chairman suggested that the proposals required further consultations and the MC decided to postpone the final decision on the amendments to a future meeting of the MC.

Item 4: Request for reimbursement of a medically assisted procreation – Special case 05/2014
(SHIF/MC/2014/225/4)

This case had been brought forward to the MC by the Standing Subcommittee as it required an exception to the Regulations under article 2.2.3.

This request was made by a staff member regarding reimbursements of a medically assisted procreation as well as the related treatment costs for the staff member’s recognized same sex domestic partner.

The Standing Subcommittee took into consideration the fact that some Funds of international organizations pay benefits in relation to such treatment with lifetime limits but without any medical exclusion.

The MC agreed to grant benefits to the insured member in respect of medically assisted procreation, including all related medical costs, within a lifetime limit of USD 15'000 of approved expenses.

Item 5: Request for exceptional coverage under Article 1.7 of the SHIF Regulations – Special case 06/2014

This case has been brought forward to the MC by the Standing Subcommittee as it required an exception to the Regulations under article 2.2.3.

A staff member on ST contract gave birth to a healthy child in August 2014 in a public hospital. Aware that under her ST contract she was not entitled to family allowance, and consequently that any dependant would not be entitled to SHIF coverage, she took the necessary steps to have her child covered under a private insurance policy in Switzerland.

According to Article 29, paragraph d) (“Maternité”) of the LAMAL, medical care provided for the birth of a healthy child – as well as the cost of the hospitalization – should be borne by the mother’s health insurance. The invoice could not be reimbursed by the SHIF because it concerned medical care provided to a dependent child who was not recognized as such by the staff member’s contractual status.

The MC agreed to exceptionally grant benefits to the insured member in respect of the invoice related to her child’s birth.

Item 6: Any other business

- 6.1 Financial situation as at 31.10.2014 SHIF/MC/2014/225/6.1
- 6.2 Technical results for the period 01.01.2014 – 31.10.2014 SHIF/MC/2014/225/6.2
- 6.3 Annexes I and II of the 2013 Annual Report restated in accordance with International Public Accounting Standards (IPSAS 29) SHIF/MC/2014/225/6.3

Mr. Gurzumar commented on the financial situation of the Fund as at 30/10/2014, as presented in document ref. SHIF/MC/2014/225/6-1, and on the Technical results for the period 01.01.2014 – 31.10.2014, as presented in document ref. SHIF/MC/2014/225/6.2. Following a question on IBNR from a member of the MC, Mr. Gurzumar explained that the IBNR is audited every year. ES promised more information in the presentation of the IBNR in the annual report.

6.4 Update on the IT system
ES explained that the upgrade of HIIS should take place during the first half of 2015, and that it was expected that some enhancements in the system would be possible. ES added that the next step in the improvement of the IT systems of the SHIF was to develop the interface between IRIS and HIIS.

6.5 Update of the situation in the SHIF secretariat
The Claim supervisor and ES informed the MC that the backlog of claims was still significant, but that large claims continued to be settled with priority. MC was also reminded that, while the number of claims had increased by about 25 per cent over the last ten years, the number of invoices had increased by 60 per cent. MC commended on the work of Ms. Pamela Rothschild who would be retiring from the ILO on 31 December 2014. A competition to replace her was ongoing. ES and administration were discussing to improve the staffing situation in SHIF.

The meeting ended at 12.30 p.m.
