

ILO/ITU STAFF HEALTH INSURANCE FUND

**Record of Decisions**  
**of the 228<sup>th</sup> Meeting of the Management Committee**

**Thursday, 16 April 2015**

at 9.30 a.m., ILO, room VII (R2 South)

Present:

Representing the insured persons of the ILO:

Mr. Pierre Sayour (Titular member)  
Ms. Mireille Ecuillon (Titular member)  
Mr. Jean-François Santarelli (Titular member and Chairman)  
Ms. Colleen McGarry (Substitute member)  
Mr. Fabio Duran Valverde (Substitute member)

Representing the Director-General:

Mr. Tilmann Geckeler (Titular member)  
Mr. Fikri Gurzumar (Titular member)  
Mr. Jean-Claude Villemonteix (Titular 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 Director-General of the ILO:* Mr. Sietse Buijze – Ms. Anne Drouin  
*Representing the insured persons of the ILO:* Mr. Christopher Land-Kazlauskas

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The meeting opens at 9.35 a.m.

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**Item 1: Approval of meeting agenda**  
(SHIF/MC/14/228/AG)

MC refers to document ref. SHIF/MC/14/228/AG and observes that the late submission of the Draft Record of Decisions of the previous meeting makes it difficult for its members to approve it. Additionally MC observes that an earlier distribution of the agenda of meetings to its members would be appreciated.

MC therefore requests of the Secretariat that the draft Records of decisions of the meetings be sent to MC members as soon as possible after the meeting, and that the agenda of the meetings be sent to the members about one week before the meeting date. The Secretariat takes note.

**Item 2: Approval of the Record of Decisions of the 227<sup>th</sup> meeting of the Management Committee**  
(SHIF/MC/15/RD.227)

MC refers to document ref. SHIF/MC/15/RD.227 and comments that, due to the late submission of the draft Record of Decisions, it is not possible to approve it. **MC decides to enable its members to provide the Secretariat with comments within the next two weeks. Should no comments be received by the Secretariat by that time, then the Draft Record of Decisions will be considered as “approved”. Otherwise, it will be approved at the next MC meeting.**

**Item 3: Requests for exceptional coverage under Article 1.7 of the SHIF Regulations**

MC recalls that requests for exceptional coverage under Article 1.7 of the SHIF Regulations should first be submitted to the Standing Subcommittee for review, but nevertheless agrees, on an exceptional basis, to examine the requests.

**Item 3.1 – Request for exceptional coverage under Article 1.7 or Article 1.3(a) of the SHIF Regulations for retroactive coverage during periods of leave without pay**  
(SHIF/MC/2015/228/3.1)

The case relates to a request made by a staff member who took a leave without pay (LWOP) in January 2015 but did not apply for coverage under Article 1.3(a) of the Fund’s Regulations. The staff member asked if it was possible to request retroactive coverage, arguing that he had omitted to make the request in due time, whereas in January 2015 one of his dependants undertook a medical treatment involving high medical costs.

MC notes that the staff member has taken a one-month period of LWOP nearly every year since 2006, and that since 2010 he has not applied for voluntary coverage under Article 1.3(a) of the Fund’s Regulations.

**MC considers that there are no good reasons to grant exceptional coverage under Article 1.7 of the SHIF Regulations, and decides to reject the request.**

**Item 3.2 - Request for coverage in exceptional cases under Article 1.7 of the SHIF Regulations**  
(SHIF/MC/2015/228/3.2)

The case relates to a request made by a staff member who retired on 31 January 2015 at the age of 63 after 6 years and 5 months of service with the ILO. The staff member suffers from various health issues and his state of health had been recognized as a condition of 80% legal disability and handicap in his country. However, he contends that he will not be considered a retiree under the national social security scheme until he reaches 67 years of age and no private insurance will insure him adequately. This is why he asks for exceptional coverage under Article 1.7 of the SHIF Regulations.

**Given the particulars of the case, the MC agrees to grant exceptional coverage under Article 1.7 of the SHIF Regulations for After Service Health Insurance coverage.**

### **Item 3.3 - Request for coverage in exceptional cases under Article 1.7 of the SHIF Regulations (SHIF/MC/2015/228/3.3)**

The case relates to a request made by a staff member for exceptional coverage of his spouse and his two children under Article 1.7 of the Fund's Regulations. The staff member has been on several daily contracts (with breaks) between 18 March 2014 and 11 July 2014, followed by a SST contract starting on 28 July 2014, at which time he became affiliated to the SHIF. However, under his type of contract neither his wife nor his children can be insured by the Fund. In January 2015, the staff member was informed that due to the fact that he was insured with the health insurance scheme of the international organisation where he worked, as of 28 July 2014, neither he nor his family were eligible for coverage under the social security system of the country where he resides (France).

**MC considers that the case needs to be examined by the Standing Subcommittee and it is decided to refer it to the forthcoming Standing Sub-Committee meeting on 11 May 2015.**

### **Item 4: Update from the Working group on Prevention (SHIF/MC/2015/228/4)**

The Working Group on Prevention provides a summary of its work (doc. ref. SHIF/MC/2015/228/4). The objective of the WG was to identify preventive services for which co-payment is not required, i.e. for which reimbursement would not be processed at the rate of 80%, but at that of 100%. The WG researched well-established health preventive policies in Member States and other international organizations and made recommendations to the MC.

After some discussions, inter alia, on the usefulness and practicability of settling limits to the prevention measures, **MC decides to approve reimbursement without co-payment in the following areas:**

- **Prostate cancer: PSA and digital rectal exam every year from age 50;**
- **Breast cancer: Mammogram every 2nd year from age 40;**
- **Cervical and vaginal cancer: Pap smear and pelvic exam every 2 years;**
- **Colorectal cancer: Fecal occult blood screening in stool every year + colonoscopy every 5 years after age 50;**
- **Flu protection: Shot every year;**

**It is further decided that a proposal for amendments to the current SHIF Regulations and Administrative be prepared by the Secretariat.**

### **Item 5: Update from the Working group on article 1.6 (voluntarily covered parents) (SHIF/MC/2015/228/5)**

The Working Group on article 1.6 provides a summary of its work (doc. ref. SHIF/MC/2015/228/5). It recalls the history of this question, the fact that there are only six parents currently insured and that the loss ratio for this group is systematically above 100 per cent.

The WG proposes an amendment to the SHIF Regulations, which would limit the possibility to affiliate voluntarily protected dependants (all categories under Art. 1.6, including children and spouses) to two "windows", and which would also include additional limitations for voluntarily covered parents.

MC is informed that the WG will continue to work on the subject. MC is further invited to provide the WG with comments and suggestions, if any, within the next two weeks.

### **Item 6: Continued discussion on possible benefit adjustments**

MC decides that a draft circular summarizing all proposals discussed at previous and current MC meetings (increase in contribution base rate, improvement in benefits for some items of expenditure, preventive measures) be circulated to its members for comments at the next MC meeting scheduled for 21 May 2015, with a view to taking a decision at the following meeting in June 2015 concerning the proposed package of measures.

One member representing the insured persons states that he may support the proposed package of measures only if significant improvements in the delays for reimbursement are noted.

**Item 7: Any other business**

Item 7.1 - SHIF annual reports for 2013 and 2014

MC agrees to have only one report covering the periods 2013 and 2014. ES will prepare a draft for presentation to the MC members at the MC meeting of 18 June.

Item 7.2 - Financial situation as at 31.12.2014

Item 7.3 - Technical results for the period 01.01.2014 – 31.10.2014

MC member representing the ILO Administration (Finance department) comments on the financial situation of the Fund as at 31.12.2014 as presented in document ref. SHIF/MC/2015/228/7-2 and on the Technical results for the period 01.01.2014 – 31.12.2014 as presented in document ref. SHIF/MC/2014/228/7-3. Should the statements require further in-depth explanation for some of the members attending the meeting, those members are invited to contact ES and the member representing the ILO Administration (Finance department).

Item 7.4 – Cases of fraud

ES informs MC members that cases of fraud involving former officials (retirees) have been identified. Controls at the Secretariat's level are reinforced and measures to detect fraudulent cases more easily are being considered.

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The meeting ends at 12.30 p.m.  
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