

ILO STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 238th Meeting of the Management Committee

Thursday, 8 December 2016

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

Present:

Representing the insured persons of the ILO:

Mr. Pierre Sayour (Titular member)
Ms. Mireille Ecuillon (Titular member)
Ms. Colleen McGarry (Substitute member)

Representing the Director-General:

Mr. Jean-Claude Villemonteix (Titular member)
Mr. Tilmann Geckeler (Titular member)
Mr. Fikri Gurzumar (Titular 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, Mr. Giuseppe Zefola

Representing the insured persons of the ILO:

Mr. Jean-François Santarelli, Mr. Christopher Land-Kazlauskas, Mr. Fabio Duran Valverde

The meeting opens at 09.40 a.m.

Item 1: Approval of meeting agenda
(SHIF/MC/16/238/AG)

MC refers to document ref. SHIF/MC/16/238/AG and approves the agenda.

Item 2: Approval of the Record of Decisions of the 237th meeting of the Management Committee
(SHIF/MC/16/RD.237)

MC refers to document ref. SHIF/MC/16/RD.237 and **decides to approve the Record of Decisions of the 237th meeting of the Management Committee** with one change under item 5.4: Financial situation as at 30.06.2016 (draft) and technical results for the period 01.01.2016-30.06.2016. Second sentence to read: “For the first time in many years, the *ILO SHIF* (instead of “the SHIF”)...”.

Item 3: Update on agreements with health care providers

ES explains that this item has been put on the agenda following some concerns expressed by ILO colleagues in the field regarding access to health care providers in some duty stations. ES makes a summary of the agreements concluded with health care providers in the Geneva area and explains that the Secretariat will soon publish the list of those agreements on the SHIF website. He explains that the SHIF is looking for some solutions for non-emergency situations where providers may not accept SHIF insureds as the SHIF is not recognized by them, to complement the 24/7 contract signed with TSM/AXA Assistance (which is used for emergency cases). Part of the solution will be to enter into agreements with health care providers outside of the Geneva area. The three Geneva-based plans (WHO, UNOG and ILO) have decided to jointly develop provider networks outside of Geneva. This decision is also supported by the United Nations inter-agency Working Group on ASHI.

Item 4: Update on the External Review of the SHIF

ES informs the MC that Special Contingency Risks Limited has recently provided to the ILO a draft report on their findings. MC will be informed of any follow-up action. MC requests to get a copy of the draft report. ES will convey this request to the ILO Administration.

Item 5: Update on ASHI coverage

ES explains that the United Nations inter-agency Working Group on ASHI has prepared a follow-up report of the Secretary-General’s report on Managing after-service health insurance. The report provides updates on the different recommendations of the Working Group, which are:

- Recommendation 1: Collective negotiations with third-party administrators;
- Recommendation 2: Collective negotiations with healthcare providers;
- Recommendation 3: Underwriting reviews and negotiations with insurers;
- Recommendation 4: National Health Insurance schemes;
- Recommendation 5: Broadening of the United Nations Joint Staff Pension Fund mandate;
- Recommendation 6: Standardizing of the general ASHI liability valuation methodology and establishment and application of key valuation factors;
- Recommendation 7: Adequate funding of the ASHI liability; and
- Recommendation 8: Investment of reserves

The ILO will be presenting to the ILO GB in March 2017 an update of its March 2016 report. Following the letter sent by the MC to the ILO DG on 25 July 2016 and the DG’s answer dated 14 September 2016, ES mentions that the ILO will share the report with the MC as early as possible but due to time constraints the ILO cannot commit to be able to take into account any MC comments.

Item 6: Update on the three working groups of the Management Committee

Mr. Villemonteix introduces the report of the WG on cost containment. MC welcomes the report and endorses all the recommendations. The recommendations are contained in four different key directions;

1. Encourage responsible choices of insured members
2. Increase SHIF promotion of preventive measures
3. Strengthen cost controls
4. Continue inter-organization cooperation

The SHIF Secretariat will be working on the implementation of the recommendations and will report to the MC.

Representatives of the participants will shortly share with the MC a position paper to the Working group on governance.

The Working group on the revision of the Administrative Rules could not start its work in 2016 due to heavy workload but this Working group will be a priority of the MC for 2017.

Item 7: Discussion about Article 2.10bis of the Fund's Regulations

ES informs MC that the possibility to make direct payments to providers with HIIS has just been successfully implemented. This will significantly improve the process of direct payments as until now they were all processed manually (more than 400 direct payments have been made in 2016), and this will enable the SHIF to expand the scope and use of direct payments which will both improve member services and reduce risks, as recommended in different audit reports. In order to bring the SHIF to up-to-date practices, an amendment to article 2.10bis of the Fund's Regulations is necessary and MC requests the secretariat to prepare an amendment as soon as possible.

Item 8: Amendments to Article 3.2.4 of the Fund's Administrative Rules

In order to align the SHIF Administrative Rules to the new compensation package of Professional and Above categories adopted by the UN General Assembly on 23 December 2015 at its 70th session (Resolution A/RES/70/244) and approved by the ILO Governing Body at its 328th session held in November 2016, the following amendments to Article 3.2.4 of the **Fund's Administrative Rules** are approved by the MC:

ARTICLE 3.2.4

(Remuneration)

A. Allowances which form part of remuneration for the purpose of calculating contributions:

- non-resident and expatriation allowance
- family allowance **and dependency benefits**
- language allowance
- special post allowance
- post adjustment
- mobility **incentives**, hardship and non-~~removal~~ **family service** allowances
- special duty allowances (if paid on an annual basis)

Family allowances payable to an insured person at a reduced rate by virtue of the receipt of allowances by the insured person's spouse are assessed on the amount actually paid to the insured person.

(See also under articles 1.5 and 1.6 in respect of family allowances payable or cancelled retroactively.)

B. Payments which do not form part of such remuneration:

- ~~assignment~~ **settling in** grant
- compensation for overtime work
- education grant

- night differential
- rental subsidy
- repatriation grant
- representation allowance
- special duty allowance (if paid occasionally)
- travel and mission (daily subsistence allowance)
- all forms of termination indemnity including:
 - indemnity on reduction of staff
 - indemnity in case of death
 - payment in lieu of notice

Item 9: Discussion on possible amendments to Code 8.1 (“Preventive exams and vaccines”) of the Fund’s Administrative Rules

ES explains to the MC that following the successful implementation of Code 8 on preventive exams since 1st January 2016, and in line with the recommendations of the Working group on cost containment, the SHIF Secretariat is analyzing measures to expand Code 8, in particular regarding vaccines. MC welcomes the initiative and requests the Secretariat to make proposals as soon as possible.

Item 10: Requests for payment of benefits under Code 1.7 of the SHIF Schedule of Benefits and administrative Rules of psychotherapy sessions beyond the authorized thresholds (SC 02/2016) (SC 03/2016) (SC 0/2016) (SC 06/2016)

SC 02/2016

This special case concerns a request from a former staff member for payment of benefits, under Code 1.7 of the Schedule of Benefits and Administrative Rules, of a psychiatric and psychotherapeutic treatment beyond the maximum authorized thresholds which had been granted to him (120 sessions or US\$ 12,000.00 of approved expenses, whichever comes first).

Following the recommendation of the Medical Adviser that the additional payment of benefits is medically justified and the unanimous decision reached by the Standing Subcommittee at its meeting held on 17 October to authorize reimbursement, **MC agrees to make an exception as provided for in Article 2.2, paragraph 3, of the Fund’s Regulations, and to grant the insured person an additional credit of 28 sessions capped at US\$ 100,00 of approved expense per session.**

SC 03/2016

This special case concerns a request from a staff member for payment of benefits, under Code 1.7 of the Schedule of Benefits and Administrative Rules, of a psychiatric and psychotherapeutic treatment beyond the maximum authorized thresholds (120 sessions or US\$ 12,000.00 of approved expenses, whichever comes first) for his 17 year-old dependent child.

Following the recommendation of the Medical Adviser that the additional payment of benefits is medically justified and the unanimous decision reached by the Standing Subcommittee at its meeting held on 17 October to authorize reimbursement, **MC agrees to make an exception as provided for in Article 2.2, paragraph 3, of the Fund’s Regulations, and to grant the insured person an additional credit of 15 sessions capped at US\$ 100,00 of approved expense per session.**

SC 04/2016

This special case concerns a request from a staff member for payment of benefits, under Code 1.7 of the Schedule of Benefits and Administrative Rules, of a psychiatric and psychotherapeutic treatment beyond the maximum authorized thresholds (120 sessions or US\$ 12,000.00 of approved expenses, whichever comes first) for his 17 year-old dependent child.

Following the recommendation of the Medical Adviser that the additional payment of benefits is medically justified and the unanimous decision reached by the Standing Subcommittee at its meeting

held on 17 October to authorize reimbursement, **MC agrees to make an exception as provided for in Article 2.2, paragraph 3, of the Fund's Regulations, and to grant the insured person an additional credit of 29 sessions capped at US\$ 70,00 of approved expense per session.**

SC 06/2016

This special case concerns a request from a staff member for payment of benefits, under Code 1.7 of the Schedule of Benefits and Administrative Rules, of a psychiatric and psychotherapeutic treatment beyond the maximum authorized thresholds (120 sessions or US\$ 12,000.00 of approved expenses, whichever comes first) for his 10 year-old dependent child.

Following the recommendation of the Medical Adviser that the additional payment of benefits is medically justified and the unanimous decision reached by the Standing Subcommittee at its meeting held on 17 October to authorize reimbursement, **MC agrees to make an exception as provided for in Article 2.2, paragraph 3, of the Fund's Regulations, and to grant the insured person an additional credit of 87 sessions capped at US\$ 100,00 of approved expense per session.**

Item 11: Request for reimbursement of a medically assisted procreation (SC 05/2016)

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

It concerns a request made by a staff member (single parent) for reimbursement of costs associated with a medically assisted procreation, including the related medical expenses for herself. 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.

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

Item 12: Request for coverage in exceptional cases under Article 1.7 of the SHIF Regulations (SC 07/2016)

This case has been brought to the MC by the Secretariat as it requires an exception to the Regulations under Article 1.7.

It concerns a request made by a former staff member for his 10 year-old step grandchild for which parental authority was awarded by the French Court to the maternal grandmother, the dependent wife of the former staff member. As a result, the child cannot be covered by the French social security scheme and the former staff member asks for exceptional coverage under Article 1.7 of the SHIF Regulations.

MC agrees to grant exceptional coverage under Article 1.7 of the SHIF Regulations. It is agreed to propose voluntary coverage under Article 1.6 ("Voluntarily covered dependants") of the Fund's Regulations.

Item 13. Any other business

13.1 Financial situation as at 30.09.2016 (draft) and technical results for the period 01.01.2016-30.09.2016. Mr. Gurzumar presents the financial status of the SHIF.

13.2 Actuarial study of the SHIF. ES informs MC that the work on the actuarial study of the SHIF has started and that the Consulting Actuary shall present the assumptions and methodology to the SHIF MC at its next meeting.

The meeting ends at 12.30 p.m.
