

STAFF HEALTH INSURANCE FUND  
**Record of Decisions**  
**of the 277<sup>th</sup> meeting of the Management Committee**

**Friday, 19<sup>th</sup> May 2023**

at 2.30 p.m., Room VII (R2 South)

Present:

Representing the insured persons of the ILO:

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

Representing the Director-General:

Mr. Fikri Gurzumar (Titular member)  
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. Corinne Michoud, SHIF Secretary

**Apologies for absence were received from:**

*Representing the insured persons of the ILO:*  
Ms. Elisabeth Fombuena  
Ms. Lisa Morgan

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The meeting opens at 2.35 p.m

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**Item 1: Approval of meeting agenda**  
SHIF/MC/23/277/AG

MC refers to document ref. SHIF/MC/22/277/AG and **approves the agenda.**

**Item 2: Approval of the Record of Decisions of the 276<sup>th</sup> meeting of the Management Committee**  
(SHIF/MC/23/RD.276)

MC refers to document ref. SHIF/MC/23/RD.276 and **approves the Record of Decisions.**

**Item 3: Amendments to the SHIF Regulations**

Regarding the proposed increase in SHIF contributions, ES explains that he has had further discussions with some SHIF key stakeholders, including the Staff Union Committee. The feedback received from these consultations is that a phased increase in the contribution rates provided for under Article 3.6 (“Rates of contributions”) of 2.5% as of 1st January 2024, followed by another 2.5% as of 1st January 2025 may be more easily accepted by the SHIF insured persons rather than one single increase of 5% as of 1st January 2024.

Furthermore, in view of the diverging views expressed within the MC, ES believes that the proposed amendments regarding Code 2.5 (“Stay in a nursing home”), Code 2.6 (“Long-term nursing services at home”), and Article 2.5.3 (“Supplementary benefits”) need more discussions and analysis. Therefore, ES suggests to exclude any proposed changes on these Codes from the proposed package of amendments and to continue the discussions so that further amendments be adopted in due course based on a more comprehensive analysis and further consensus to be built within the Committee.

Against this background, ES makes a new proposal to adjust benefits that consist in shifting consultations with a psychiatrist from Code 1.7 (Psychiatry, Psychoanalysis or Psychotherapy) to Code 1.1 (Doctor’s services). The rationale is that a psychiatrist is a doctor and there should not be any limitation in the number of sessions or approved expenditure. This approach is also consistent with the ILO/UN mental health strategy.

**MC agrees in principle to the shift of consultations with a psychiatrist from Code 1.7 to Code 1.1 providing that the cost increase resulting from this proposal remains reasonable.** ES commits to provide some estimates as soon as possible but mentions that current SHIF expenditure for psychiatry only is USD 400’000 per year and that the proposal should not increase the expenditure by more than 10 or 15 per cent as not so many insured persons reach the limits.

On the basis of these elements, **MC agrees to have a phased increase in the contribution rates (2.5% as of 1st January 2024 and 2.5% as of 1st January 2025).**

**MC also agrees to exclude any amendments regarding Code 2.5 (“Stay in a nursing home”), Code 2.6 (“Long-term nursing services at home”), and Article 2.5.3 (“Supplementary benefits”) at this stage but with the understanding that discussions will continue so that further amendments can be adopted as soon as possible, and if possible before the end of 2023.**

**MC confirms the changes already agreed in principle:**

1. 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.
2. to remove the waiting period for Codes 4 (“Dental care”), 5.1 (“Optical appliances”) and 5.2 (“Hearing aids”) as provided for in the Fund’s Administrative Rules.
3. to increase the maximum approved expenses for Code 5.1 (“Optical appliances”) from US\$ 320.00 to US\$ 400.00 per calendar year.
4. to increase the maximum approved expenses for Code 9 from US\$ 1’200.00 to US\$ 1’500 per calendar year.
5. 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%.

**It is further decided that the Secretariat will draft a circular concerning the proposed amendments to the SHIF Regulations and Administrative Rules for approval by the Management Committee members at its next meeting to be organized via Zoom.**

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The meeting ends at 4.00 p.m.

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