

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 286th meeting of the Management Committee

Thursday, 22nd May 2025

at 2:00 p.m., Lac Room X (Library)

Present:

Representing the insured persons of the ILO:

Ms. Catherine Comte-Tiberghien (Titular member)
Mr. Pierre De Lame (Titular member)
Mr. Yvan Poulin (Titular member)
Ms. Gwendolyn Fabros (Substitute member)

Representing the Director-General:

Mr. Tilmann Geckeler (Titular member)
Mr. Giuseppe Zefola (Substitute member)
Mr. Marc Fillieux (Substitute member)

Other attendees:

Mr. Florian Léger, SHIF Executive Secretary
Ms. Heather Harris, SHIF Claims Supervisor
Ms. Corinne Michoud, SHIF Secretary
Mr. Maxime Renaudin, E&Y (for item 3)
Mr. François Dublé, E&Y (for item 3)

Apologies for absence were received from:

Representing the insured persons of the ILO:
Ms. Mireille Ecuillon
Ms. Clara Van Panhuys

Representing the Director General:

Mr. Sietse Buijze
Mr. Fikri Gurzumar
Mr. Luca Bormioli

The meeting opens at 2.05 p.m.

Item 1: Approval of meeting agenda
(SHIF/MC/25/286/AG)

MC refers to document ref. SHIF/MC/25/286/AG and approves the agenda.

Item 2: Approval of the Record of Decisions of the 285th meeting of the Management Committee
(SHIF/MC/25/RD.285)

MC refers to document ref. SHIF/MC/25/RD.285 and **approves the Record of Decisions.**

Item 3: 2024 Actuarial analysis of the SHIF

Mr. Renaudin (E&Y) makes a presentation regarding the methodology, the demographics and the assumptions for the on-going 2024 actuarial analysis of the SHIF. The analysis will present projection scenarios of the funding situation of the SHIF over the 10-year period beginning 01.01.2025 and ending 31.12.2034.

Key data on the current profile of the participants, claims statistics, contribution and reimbursement claims are presented and compared to the previous 2021 study. The number of participants has increased but the structure has not significantly changed. The reimbursement claim curve is close to the one that was anticipated in 2021.

The proposed assumptions are aligned with the most recent ASHI valuation assumptions, the UNJSPF data and the UN Task Force on Finance recommendations with some specifics concerning the SHIF.

MC asks a few questions about some of the most important assumptions and the possible scenarios (sensitivity tests) such as medical inflation, currency fluctuation, rate of return on SHIF investments and the evolution of the future number of ILO active staff.

Mr. Renaudin (EY) answers that, as far as the baseline scenario is concerned, they will prepare preliminary results before the end of June. MC will decide at this stage which additional scenarios it would like E&Y to perform.

Item 4: Update on the SHIF WorkPlan for 2025

ES informs MC that the Turn-over-Time (ToT) for claims processing is still high due to long-term sick leaves among staff and despite some recent progress made with a backlog of claims on SHIF Online of about 6'000 claims.

ES will ask MC by email to approve the extension of the contract with Henner.

Item 5: Possible Amendments to the SHIF Regulations and Administrative Rules
(SHIF/MC/25/285/4)

MC continues the discussion on possible amendments to the SHIF Regulations and Administrative Rules. As approved at the last meeting, additional amendments to the Regulations and Administrative Rules as well as to the SHIF Schedule of Benefits are being proposed to the MC. The SHIF Secretariat presents the proposed amendments and MC starts a discussion on some of them and makes some comments and suggestions.

MC will continue the discussion at its next meeting in order to have a comprehensive set of amendments to propose to the SHIF insured persons as soon as possible.

**Item 6: Discussion on possible reimbursement of menopausal treatments
and medications usually not reimbursable by the SHIF**

The item is introduced by a member of the MC representing the insured persons. She explains that some insured persons have not been reimbursed for their menopausal treatment and medication because the medicines are not reimbursable under the provisions governing Code 3 (Prescribed medicines), paragraph 4, of the SHIF Administrative Rules.

MC discusses the issue and notably how the SHIF could reimburse some vitamins and nutritional supplements only in a menopausal situation (and not to all SHIF members). As the issue involves the interpretation of the Regulations in relation to specific treatment, MC decides to defer the discussion to the SHIF Standing Committee.

Item 7: Discussion on SHIF recognition in the field

The item is introduced by a member of the MC representing the insured persons who explains that in some remote ILO project offices, no hospital or clinic recognizes the SHIF in case of an emergency. The member requests if the ILO could ensure that there is a medical facility that recognizes the SHIF at the place where a new ILO project opens.

The Chair of the MC reminds that the SHIF has a contract with a renowned insurance company (TSM/AXA) that can be called 24/7 to provide a guarantee of payment in case of an emergency outside the Geneva working hours. ES explains that even if the SHIF was able to get a recognition of one medical provider, it is very likely that an emergency situation may arise in another place and that the recognition of one single provider may not be sufficient.

MC asks ES to meet with TSM/AXA to see how the service could be improved to take care of the specific needs of remote ILO project staff.

Item 8: Any other business

8.1 - SHIF Financial situation as at 31.03.2025 and technical results for the period 01.01.2025-31.03.2025

ES presents the draft SHIF financial situation as at 31.03.2025 and the technical results for the period 01.01.2025-31.03.2025. The net result for the period is a surplus of USD 3.7 million, which is mainly due to a technical surplus of USD 1.9 million and a net income on investment of USD 1.8 million. ES explains that the technical surplus is due to the increase in the SHIF contribution rates as well as to the fact that there is an important backlog of claims. The net income on investment is also in great part due to the impact of the exchange rates.

8.2 - Date of the next meeting of the MC.

MC decides to hold its next meeting on 17 June 2025 at 2pm

The meeting ends at 16.45 p.m.
