

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 290th meeting of the Management Committee

Thursday, 18th September 2025

at 14:30 p.m., Room VI (Jura Room)

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. Mireille Ecuillon (Substitute member)

Representing the Director-General:

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

Other attendees:

Mr. Florian Léger, SHIF Executive Secretary
Ms. Corinne Michoud, SHIF Secretary
Ms. Heather Harris, SHIF Claim Supervisor
Mr. Maxime Renaudin, E&Y (item 5)
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Apologies for absence were received from:

Representing the insured persons of the ILO:
Ms. Gwendolyn Fabros
Ms. Clara Van Panhuys

Representing the Director General:

Mr. Luca Bormioli
Mr. Sietse Buijze

The meeting opens at 2.35 p.m.

Item 1: Approval of meeting agenda
(SHIF/MC/25/290/AG)

MC refers to document ref. SHIF/MC/25/290/AG and approves the agenda.

Item 2: Approval of the Record of Decisions of the 289th meeting of the Management Committee
(SHIF/MC/25/RD.289)

MC refers to document ref. SHIF/MC/25/RD.289 and **approves the Record of Decisions.**

Item 3: Update on the SHIF WorkPlan for 2025

(only the circular about the amendments is discussed under this agenda item)

ES has circulated the draft circular for MC comments. The circular is being sent to the DG for approval with a minute explaining the amendments. It is expected that the circular will be notified in the three working languages of the ILO to SHIF insured persons in October, if possible early enough to allow that the three weeks notification to put the amendment(s) to vote (article 4.17 §2) is over before the General Meeting. MC agrees that the amendments will be notified only in electronic format except for the 400 to 500 (real figure 288) insured persons for whom the SHIF doesn't have the email address. The amendments should enter into force on 1st January 2026.

Item 4: Request for approval of payment of benefits beyond the maximum annual liability

This special case concerns a request for approval of payment of benefits beyond the maximum liability set at US\$ 150,000.00 of approved expenses per calendar year (Article 2.6 of the SHIF Regulations) for an active staff, whose medical expenses in 2025 have exceeded the annual maximum liability due to a serious illness.

MC authorizes payment of benefits for up to a maximum of US\$ 1'000'000.00 of approved expenses for the active staff's medical treatment in 2025.

Item 5: 2024 Actuarial analysis of the SHIF
(SHIF/MC/25/290/4)

The actuaries performing the actuarial analysis (E&Y) make a presentation of the preliminary results of the 2024 actuarial analysis. According to the base scenario, SHIF expenditure are expected to grow more quickly than income and this means that a new increase in the contribution rates may be necessary relatively soon (or a corresponding decrease in benefits). MC discusses at length the consequences of the results. MC concludes that it needs more time to discuss which additional scenario(s) it would ask the actuaries to perform and decide to put this item on the agenda of the next meeting of the MC. The discussions will also take into consideration the review process that the ILO is undergoing.

Item 6: General Meeting of insured persons
(SHIF/MC/25/289/5)

The SHIF General Meeting will take place on 4 November. It is expected that at least the French version of the annual report will be ready for the meeting. MC decides on the format of the meeting. Invitation will be sent beginning of October. ES will present the amendments and update the SHIF insured on the situation of the Secretariat. Although the actuarial analysis will not be finalized, the financial situation of the SHIF will also be presented.

MC approves the use of Artificial Intelligence speech-to-speech translation for the General Meeting.

Item 7: Any other business

MC discusses the proposal of a member of the MC representing the insured persons to make some improvements to SHIF Online whereby information on all credits, number and amount of sessions of benefits with a cap would be shown. MC concludes that this would be a nice improvement to have but does not constitute a priority taking into consideration the number of tickets that are waiting for development/solution with INFOTEC.

The meeting ends at 16.10 p.m.
