

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 291st meeting of the Management Committee (Part II)

Wednesday, 10th December 2025

Virtual Meeting (Teams)

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. Fikri Gurzumar (Titular member)
Mr. Luca Bormioli (Titular member)
Mr. Sietse Buijze (Substitute member)

Other attendees:

Mr. Florian Léger, SHIF Executive Secretary
Ms. Corinne Michoud, SHIF Secretary
Ms. Heather Harris, SHIF Claim Supervisor

Apologies for absence were received from:

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

Representing the Director General:

Mr. Tilmann Geckeler
Mr. Giuseppe Zefola
Mr. Marc Fillieux

The meeting opens at 14:35.

N.B. Items 1-6 have been covered in the context of the 291st meeting of the Management Committee (Part I) that took place on 2 December 2025.

Item 7: Update on the SHIF WorkPlan for 2025

ES provides an update on the SHIF Workplan. Most of the Workplan has been completed. However, ES warns that the service level of the SHIF is under significant challenges as the volume of work is exceeding the capacity of the Secretariat. Despite a record productivity in 2025, ES expects that the backlog and therefore the Turn-Over-Time of claims will reach unprecedented levels in January 2026. A SHIF claims adjuster has been on maternity leave since November, and due to the financial situation of the ILO, a replacement will only start in January. There are no funds available to pay overtime, so the SHIF Secretariat has no solution so far.

Item 8: Pilot to improve access to health care for field staff (SHIF/MC/25/291/8)

ES presents document ref. SHIF/MC/25/291/8 and explains that the project is scaling up in the eleven countries where the pilot has been implemented, though with very different utilization among the countries. It is difficult to know the reason(s) of the low utilization in some countries (quality of network, awareness, need for direct payment?). ES also explains that the pilot gives an important additional work to the SHIF Secretariat. As the pilot was approved for one year, MC decides to extend the pilot for another year until 31.12.2026 with some small changes to limit the workload for the SHIF Secretariat. Communication (about the extension) and information sessions will be organized at the beginning of 2026. A survey among SHIF insured in the eleven countries will be undertaken in 2026 so that MC has sufficient time to decide on a further continuation of the pilot or not.

Item 9: 2024 Actuarial analysis of the SHIF

MC recalls its consideration at its 290th meeting about the 2024 Actuarial analysis of the SHIF and the review process that the ILO is undergoing. It concludes that at its stage, there is no other scenario that is needed. MC decides to publish the results of the actuarial analysis as soon as possible but decides to first ask the actuaries about the impact of the discontinuation of the financial Subsidy from the Geneva Canton (see agenda item 11).

MC will continue discussions in 2026 to preserve the financial situation of the SHIF (in light of the financial situation of the ILO).

Item 10: Reinsurance of the SHIF SHIF/MC/25/291/10

At the request of the MC, ES explored the possibility of reinsuring the SHIF (as foreseen in Article 3.9 of the SHIF regulations) and presents a note prepared by an Underwriter on the concept and feasibility of reinsurance for a health insurance fund like the SHIF. MC requests ES to get more information about the cost and details of such an arrangement, including how much would cost a more detailed study.

Item 11: Financial Subsidy from the Geneva Canton to retirees hospitalized at the Hôpitaux Universitaires de Genève (HUG)

ES informs MC about the decision of the Geneva Canton to stop its financial subsidy for SHIF retirees residing in the Geneva Canton hospitalized at the Hôpitaux Universitaires de Genève on 1st January 2027. The health insurance funds and the legal offices of the ILO, UNOG, WHO and CERN have been informed about that decision during a meeting at the Swiss Mission on 19 November 2025. For the SHIF, this would mean an estimated additional cost of about CHF 500'000 per year. MC requests ES to inform SHIF insured in 2026.

The meeting ends at 16:25.
