

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 292nd meeting of the Management Committee

Tuesday, 27th January 2026

at 14:30, Room VI (R3)

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)
Ms. Gwendolyn Fabros (Substitute member)

Representing the Director-General:

Mr. Fikri Gurzumar (Titular member)
Mr. Luca Bormioli (Titular member)
Mr. Tilmann Geckeler (Titular member)
Mr. Sietse Buijze (Substitute member)
Mr. Marc Fillieux (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

Representing the Director General:
Mr. Giuseppe Zefola

The meeting opens at 14.35.

**Item 1: Election of the Chairperson and Vice-chairperson
of the Management Committee**

Management Committee (MC) decides to elect:

- as Chairperson: Mr. Luca Bormioli**
- as Vice- Chairperson: Mr. Pierre De Lame**

**Item 2: Approval of meeting agenda
(SHIF/MC/26/292/AG)**

MC refers to document ref. SHIF/MC/26/292/AG and decides to add under agenda item 8 - Any other business:

- Item 8.1 – Draft technical results for the period 01.01.2025-31.12.2025.**
- Item 8.2 – Draft financial situation as at 31.12.2025.**
- Item 8.3 – Note from a member of the SHIF Management Committee.**

**Item 3: Approval of the Record of Decisions of the 291st (Part I) meeting
of the Management Committee
SHIF/MC/25/RD.291 (Part I)**

MC refers to document ref. SHIF/MC/25/RD.291 (Part I) and approves the Record of Decisions.

**Item 4: Approval of the Record of Decisions of the 291st (Part II) meeting
of the Management Committee
SHIF/MC/25/RD.291(Part II)**

MC refers to document ref. SHIF/MC/25/RD.291 (Part II) and approves the Record of Decisions with two editorial corrections as part of Item 8.

**Item 5: SHIF WorkPlan for 2026
SHIF/MC/26/292/5**

ES presents the draft 2026 SHIF WorkPlan.

MC makes several comments and adopts the Workplan. A revised version will be circulated to MC members.

ES makes a short update on the vote on two of the proposed amendments to the SHIF Regulations. It is expected that the vote will take place between 6 February and 6 March 2026 and will be conducted by the electoral officers whose name was circulated by ES on 09.12.2025, namely:

- Ms. Christine Bader (SECTOR/MARITRANS)**
- Ms. Paola Pinoargote (OFFDOC)**
- Mr. Harvey Addo-Yobo (INFOTEC)**

ES informs MC that the backlog in claims is unfortunately very important at this period of the year and that there is no expectation to reduce it quickly as the volume of claims received continues to be very high.

The upgrade of SHIF Online took place in December and ensures better performance, stability, and long-term support for the platform. However, the upgrade has disrupted the work of the SHIF Secretariat and there are still a number of technical issues that INFOTEC is currently trying to address.

Item 6: Appeal of a decision of the SHIF Standing Subcommittee
(SHIF/MC/26/292/6)

Following a decision of the SHIF Standing Subcommittee not to approve a request for reconsideration of the non-approval of transportations for medical purposes from Dhaka to Bangkok for a staff member located in Dhaka, the staff member has appealed of the decision to the Management Committee.

After discussing the case, **the Management Committee confirms the decision of the Standing Subcommittee and unanimously rejects the appeal. The decision will be notified to the insured person directly by the Chairperson of the SHIF MC.**

**Item 7: Request for approval of payment of benefits
beyond USD 600'000.00 of approved expenses for 2025**
(SHIF/MC/26/292/7)

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 a retiree and his spouse, 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\$ 750'000.00 of approved expenses for the medical treatment of the retiree and his spouse in 2025.

Item 8: Any other business

8.1 Draft technical results for the period 01.01.2025-31.12.2025

8.2 Draft financial situation as at 31.12.2025

8.3 Paper from a member of the SHIF Management Committee

The three agenda items 8.1, 8.2 and 8.3 are discussed together.

A representative of the administration presents the draft SHIF financial situation as at 31.12.2025 and the technical results for the period 01.01.2025-31.12.2025. There is an important technical deficit (contributions received minus benefits paid) for the period of USD 3.1 million as compared to USD 0.4 million deficit in previous year, which is due to an increase in the benefits paid of 11.9% that was not compensated by the increase in the contributions received of 7.5%. In addition, an increase of 3.1 million in the accrued liability for unsettled claims (and a number of small items) brings the operating deficit to 6.4 million. The important operating deficit is more than offset by the net income on investments of 9.1 million, which is composed of gains on currency position of USD 4.8 million and investment gains of 4.3 million. The Guarantee Fund balance increased to USD 64.1 million as compared to USD 61.4 million on 31 December 2024.

MC notes that the increase in the costs of medical services and the revaluation of the CHF against the USD during the year 2025 were the main reasons of the significant increase in benefits paid (not compensated to the same extent by the increase in contributions) and that this negative situation is likely to continue in 2026.

MC also notes the significant negative balance in the voluntarily insured persons category following an increase in the benefits paid of 42 per cent mainly coming from the voluntarily insured spouses' group.

The paper drafted by a member of the SHIF Management Committee is presented. It gives some thoughts on how to contain any future increase in the SHIF contributions.

MC brings into the discussion the recent actuarial study and **decides to devote its next meeting to the SHIF Financial situation.**

It is further decided that the next meeting will be held on 10.03.2026 p.m.

The meeting ends at 16.35.
