

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 293rd meeting of the Management Committee

Tuesday, 10th March 2026

at 15:00, 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)
Ms. Clara Van Panhuys (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)

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 Director General:

Mr. Marc Fillieux
Mr. Giuseppe Zefola

The meeting opens at 3.05 p.m.

Item 1: Approval of meeting agenda
(SHIF/MC/26/293/AG)

MC refers to document ref. SHIF/MC/26/293/AG and approves the agenda.

**Item 2: Approval of the Record of Decisions of the 292nd
meeting of the Management Committee**
SHIF/MC/26/RD.292

MC refers to document ref. SHIF/MC/26/RD.292 and **approves the Record of Decisions.**

Item 3: Update on the SHIF WorkPlan for 2026

ES informs MC about the results of the vote regarding two of the amendments proposed by the MC on 24 October 2025. There were 6'044 SHIF insured persons eligible to vote. The required quorum (one third) was 2'015. Total number of votes received reached 1'887, comprised of 1'840 electronic votes and 47 paper votes. As the quorum was not reached, the amendments are approved for implementation as of 1 January 2026.

A member of the SHIF MC representing the insured persons raises the issue that the use of Microsoft Forms, a Microsoft application that the MC had approved for the electronic vote (as using the RELMEETINGS voting system would have costed approximately USD 30'000) has allowed multiple votes. ES answers that the issue is a known one and that the electoral officers have removed about 300 duplicate votes.

MC members emphasize the need for transparency and the importance of preparing a detailed report for the MC. A broadcast announcing the results of the vote will be prepared as soon as possible.

Members representing the insured persons suggest that, on the occasion of a next round of discussions of amendments, following issues be revisited, namely: the situation of persons having to go through medical check-ups in countries where no GPs are available and addressing the reimbursement of medication in cases of complex menopause symptoms.

ES also informs MC that, despite a high productivity since the beginning of the year, the backlog remains at its highest historical level with no realistic improvement expected for several months. The upgrade of SHIF Online is now stable and it is planned to launch the SHIF App around Easter. It is also agreed that the SHIF Secretariat should prepare a SHIF Newsletter as soon as possible.

Item 4: SHIF Financial Situation

A member of the administration and the ES recall the results and main findings of the actuarial valuation. The actuaries recommend an increase of 15% in the contributions over 3 years.

MC discusses some options and mentions that it should review the contribution structure and re-examine the contribution rate for dependent spouses and reassess rules for the contribution of spousal income of retirees. The contributions of the voluntarily insured persons will also likely have to be updated.

MC also discusses potential cost saving measures including some reductions in benefits but concludes that there are not many options. One is to look at benefits for long-term care as this is one of the very few benefits where the SHIF may be more generous than the other UN health insurances.

The Secretariat will prepare a more detailed expenditure analysis for the next meeting. The possibility to look for external expertise to support the SHIF Secretariat and the SHIF MC will be explored.

Item 5: Request for coverage in exceptional cases as provided for in Article 1.7 of the SHIF Regulations
(SHIF/MC/26/293/5)

This special case concerns a request from a former staff member for an exception to the statutory requirements set out in Article 1.3(d) of the SHIF Regulations for after-service health insurance coverage. The former staff member who retired on 31 December 2025 after 18 years of service does not meet the condition of having been insured with the SHIF during the five years immediately preceding her cessation of service, due to a contract break in early 2021, during which she was covered under the ILO's short-term insurance.

ES informs MC that the SHIF Standing Subcommittee reviewed the case at its meeting on 12 February 2026. The Standing Committee noted that the interruption resulted from a COVID-19–related donor withdrawal that had caused a break in her contract and that she otherwise met all the other eligibility criteria as set out in Article 1.3(d) of the SHIF Regulations (age of 55 reached and at least ten years of service with a specialized agency of the United Nations).

ES adds that the SHIF Standing Committee unanimously agreed that an exception to the statutory requirements set out in Article 1.3(d) of the SHIF Regulations could be made given the particulars of the case (18 years of contribution to the SHIF, only one month of contribution to the SHIF missing during the five years immediately preceding cessation of service, COVID-19 and donor funding issues), noting that these specificities would avoid that this case becomes a precedent. It was further decided that the case be referred to the SHIF MC for consideration under the provisions governing Article 1.7 of the SHIF Regulations for coverage in exceptional cases.

By unanimous decision, MC endorses the decision of the Standing Subcommittee for exceptional coverage as provided for in Article 1.7 of the SHIF Regulations.

Item 6: Any other business

The next meeting of the MC will take place on 21 April 2026 at 14:30.

The meeting ends at 5.15 p.m.
