

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 294th meeting of the Management Committee

Tuesday, 21st April 2026

at 14:30 p.m., 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. 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)
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

Apologies for absence were received from:

Representing the insured persons of the ILO:
Ms. Gwendolyn Fabros

The meeting opens at 2.35 p.m.

Item 1: Approval of meeting agenda
(SHIF/MC/26/294/AG)

MC refers to document ref. SHIF/MC/26/294/AG and approves the agenda.

Item 2: Approval of the Record of Decisions of the 293rd
meeting of the Management Committee
SHIF/MC/26/RD.293

MC refers to document ref. SHIF/MC/26/RD.293 and **approves the Record of Decisions** with the proposed changes to items 3 and 5.

Item 3: Update on the SHIF WorkPlan for 2026

ES makes a short update on the SHIF Workplan and informs MC that the volume of work of the secretariat has not reduced and that the backlog in claims (as well as in files for the Medical Adviser) is at its historical highest level with still no realistic improvement expected for several months. This situation has also prevented the Secretariat from implementing new tools as the SHIF App.

While MC recognizes that the financial situation of the ILO is without precedent, MC is very worried about the situation and suggests that the ILO Administration be approached, for them to find solutions as soon as possible.

Following a question raised by a MC member, ES answers that he has not received any report from the External Auditors but that he will share with the MC any report provided by the External Auditors upon receipt.

MC also requests the Secretariat to prepare a Newsletter updating members of the general situation.

Item 4: Definition of Medical check-ups and their reimbursement limits

Following the notification on 17 April 2026 to all SHIF insured of the results of the vote on two of the disputed proposed amendments to the SHIF Regulations that showed that the required quorum to proceed with the counting of the votes was not reached, ES informs that all the amendments proposed by MC in SHIF Circular SHIF/25/1 dated 24 October 2025 came into force on 01.01.2026.

A representative of the insured persons mentions the dissatisfaction of some SHIF insured about the exclusion from reimbursement of medical check-up packages presenting an integrated bundle of services which is primarily preventive and not curative, especially in some locations without access to general practitioners. MC recalls the original intent of the proposed amendment, which was to avoid abuses and stop reimbursing costly medical check-up packages. MC agrees to revisit that point when new amendments are discussed within the Committee at a later stage and requests the Secretariat to monitor cases in the meantime.

Item 5: SHIF Financial Situation

ES presents a short note on the analysis of SHIF expenditure by main currencies. This is the first time that the SHIF secretariat tries to neutralize the impact of the exchange rate on the SHIF expenditure to better understand the development of the expenditure by currency.

The note shows that the increase in SHIF expenditure over the last five years is a combination of (negative) fluctuation of currencies (mainly CHF vs USD) as well as an increase in healthcare

utilization, but not so much the result of medical inflation. For instance, the analysis shows that the total SHIF reimbursement (in USD) for care in Switzerland has increased by an average of 4% every year between 2021 and 2025 and this is due to an increase of 9.6% in the number of invoices reimbursed during the period and to the impact of the exchange rate over the period. During the same period, the average reimbursement per invoice in CHF has decreased annually by 0.7% between 2021 and 2025. While the analysis presents some interesting findings, it does by no means change the recommendation of the actuarial analysis and the need to increase SHIF contributions to maintain a sound financial situation.

MC discusses options and timing to increase the contributions and reaffirms its position that it should also look at possible adjustments to benefits to contain cost. MC concludes about the need for an external consultant to provide an expert analysis and a set of recommendations towards a balancing and sustainable increase in contributions and an adjustment of some benefits, with a particular focus on costly items (eg. long-term care, voluntary contributions, etc). MC also insists on the short timeframe for adopting a set of decisions that should take effect from January 2027, this in order not to exacerbate further the de-gradating financial situation of the SHIF. MC requests ES to prepare the corresponding Terms of Reference and share them with the MC by no later than 4 May 2026.

The meeting ends at 5.15 p.m.
