

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 295th meeting of the Management Committee

Monday, 22nd June 2026

at 10:00 a.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)

Other attendees:

Mr. Florian Léger, SHIF Executive Secretary
Ms. Corinne Michoud, SHIF Secretary
Ms. Heather Harris, SHIF Claim Supervisor
Ms. Yannik Brems, SHIF Plan review Consultant (item 4)

Apologies for absence were received from:

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

Representing the Director General of the ILO:
Mr. Marc Fillieux
Mr. Giuseppe Zefola

The meeting opens at 10.10 a.m.

Item 1: Approval of meeting agenda
(SHIF/MC/26/295/AG)

MC refers to document ref. SHIF/MC/26/295/AG and approves the agenda.

**Item 2: Approval of the Record of Decisions of the 294th
meeting of the Management Committee**
SHIF/MC/26/RD.294

MC refers to document ref. SHIF/MC/26/RD.294 and **approves the Record of Decisions.**

Item 3: Update on the SHIF WorkPlan for 2026

ES makes a short update on the SHIF Workplan.

Following the letter that the MC Chairperson sent to Mr. Adnan Chugtai, Treasurer and Financial Comptroller of the ILO on 15 May 2026, the SHIF Secretariat was informed that the contract of the colleague hired to replace the colleague on maternity leave in Dakar had been extended until 31 December 2026. This is bringing immediate results and the backlog in claims processing, while being still high, is now decreasing.

The SHIF Secretariat is now worried that the position of the Secretary of the SHIF who will be retiring on 30 June has not yet been open to competition, meaning that the Secretariat will lose the most experienced staff on 1st July.

As requested by the MC, a SHIF Newsletter has been published. The SHIF will also implement in July the new policy in terms of dispatch of reimbursement advices (blue sheet) to SHIF insured persons.

ES also informs that, once the situation is stabilized, the SHIF App will be launched but it may only be in September.

Item 4: SHIF Plan review

Following the last meeting of the MC, MC has approved terms of reference for a consultant to work on the SHIF Plan review. A consultant has been hired and has started to work with the SHIF Secretariat. The consultant, Ms. Yannik Brems, takes part in the meeting. She shares her understanding of the TORs and initial findings with the MC. The objective of the assignment is to propose practical and feasible adjustments to SHIF benefit provisions in order to:

- contain expenditure growth;
- mitigate upward pressure on contribution rates through expenditure containment
- maintain an adequate level of health insurance coverage for beneficiaries.

The consultant has identified 6 areas of directions and will make proposals for each of them:

1. Long-Term Care
2. Access to supplementary benefits
3. Dental care / optical appliances
4. Overall reimbursement rates
5. Procedural adjustments (including triage for treatments delivered by specialists)
6. Coordination with national / other sources of insurance
7. Focus on prior authorization in cases of high costs

Any other suggestions that might come up along the way will be considered as well.

Item 5: SHIF Medical Adviser

Following the passing away of the SHIF Medical Adviser, Dr. Vana Mean Ferraro, on 16 May 2026, the SHIF team received support from the ILO Medical Adviser for urgent cases. The ILO Medical Adviser also helped to identify and hire an ad-interim SHIF Medical Adviser who took up his position in the SHIF unit on 9 June 2026.

Article 4.13 of the SHIF Regulations states that “There shall be a Medical Adviser to the Fund designated by the Management Committee in agreement with the Director-General of the ILO”.

ES explains to the MC that the ILO Administration would like to appoint a new Medical Adviser as soon as possible. It is believed that the position should, as far as possible, be advertised. The type of contract should take into account the fact that the position is a part-time position.

ES will inform the MC on the progress regarding the hiring of a new Medical Adviser and will submit the decision to the MC as soon as possible.

Item 6: External Audit

MC is provided the recommendation of the ILO External Auditors on the Actuarial Valuation of the Staff Health Insurance Fund (SHIF). The ILO External Auditors recommend that the SHIF carry out a comprehensive review of the suggestions made in the actuarial valuation report and formulate a strategy to mitigate the financial risks highlighted in the report.

MC believes that the current SHIF Plan review as well as the SHIF discussion on the latest actuarial valuation are in line with the recommendation.

Item 7: Elections to the SHIF Management Committee

SHIF MC is provided with an action plan for the Elections to the SHIF Management Committee. It is suggested, as for the elections conducted in the past, to have an electronic vote for staff, retirees and survivors for whom the SHIF has an electronic email address and by paper ballot for the less than 300 SHIF insured persons without an electronic email address.

SHIF MC is reminded that they should appoint electoral officers before 1 August 2026.

The SHIF secretariat is looking into an option as regards the electronic vote, taking into account the possible cost of the vote.

Item 8: Any other business

8.1 Date of the next Standing Subcommittee meeting: 6 July 2026 at 2.30 p.m.

8.2 Date of the next SHIF MC meeting: 23 July 2026 at 9:30am

8.3 Retirement of the Secretary of the SHIF unit: MC acknowledges the 24 years spent by Ms. Corinne Michoud in the SHIF Secretariat and thanks her for her invaluable service over the years.

8.4 SHIF Financial situation May 2026: A member of the SHIF MC representing the administration presents the SHIF Financial Statements as of 31 May 2026. There is a net positive result for the period of 1.1 million USD but this is too early in the year to make any conclusion.

The meeting ends at 12.10 p.m.
