

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 296th meeting of the Management Committee

Thursday, 23rd July 2026

at 11:00 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. Sietse Buijze (Substitute member)

Other attendees:

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

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
Mr. Tilmann Geckeler

The meeting opens at 11.05 a.m.

Item 1: Approval of meeting agenda
(SHIF/MC/26/296/AG)

MC refers to document ref. SHIF/MC/26/296/AG and approves the agenda.

**Item 2: Approval of the Record of Decisions of the 295th
meeting of the Management Committee**
SHIF/MC/26/RD.295

MC refers to document ref. SHIF/MC/26/RD.295 and **approves the Record of Decisions.**

Item 3: Update on the SHIF WorkPlan for 2026

ES makes a short update on the SHIF Workplan. The SHIF Secretariat has continued to be very productive despite the retirement of the Secretary of the SHIF and the fact that her tasks have been distributed among current staff. Turn over time is just below four weeks.

The new policy in terms of dispatch of reimbursement advices (blue sheet) to SHIF insured persons has been implemented.

There is some urgency to appoint electoral officers for the SHIF election and to start the process.

ES also mentions that there is some urgency to assess the pilot for direct payment of outpatient care in 11 countries as administering the pilot brings an unsustainable additional workload to the SHIF Secretariat. The assessment will include a survey of members who have benefited from the pilot.

Item 4: SHIF Plan review

MC acknowledges the report of the consultant, Ms. Yannik Brems, that has been prepared in record time. MC discusses the recommendations and the way forward.

MC agrees that it should prepare a package including an increase in contributions by 10% and some adjustments in the benefits.

Regarding the benefits, MC agrees in principle to:

- Change the definition of long-term care in an institution
- Eliminate supplementary benefits for benefits paid under the following codes:
 - o Code 2.5
 - o Code 2.6
 - o Code 4
 - o Code 5.1
- Increase the threshold for access to supplementary benefits as defined in article 2.5 of the SHIF Regulations and Administrative Rules to 30% of the relevant annual income.
- Update the Exchange rate as established in article 2.13 of the SHIF Regulations and Administrative Rules.

ES should prepare a detailed package with cost savings estimates for the next meeting of the MC planned on 31 August 2026.

**Item 5: Request for coverage in exceptional cases under article 1.7
of the SHIF regulations**

Following the review of this case (SC 02/2026) by the SHIF Standing Subcommittee on 6 July 2026, ES gathered additional information at the request of the SHIF Standing Subcommittee for submission to the SHIF MC. MC discusses the request and decides to postpone its decision to the next meeting of the MC. The reason of postponing is the link with agenda item 6.1 and the necessity for the MC to know more about the current ILO financial situation and the position of the ILO Administration in respect of the possible terms and conditions regarding a number of requests that could arise if involuntary separations from the ILO were to take place.

Item 6: Any other business

Item 6.1 Request by a member of the Management Committee to review Article 1.3 c)

A member of the SHIF MC representing the insured persons raises the possibility of amending article 1.3 c) to allow staff who would be involuntary separated from the ILO meeting the SHIF eligibility condition to remain insured after cessation of service. SHIF MC concludes that in order to properly address this matter it needs to know more about the outcome of the ongoing consultations between the Administration and the Staff Union, on the ILO contingency measures for 2026-27, before looking into the possibility in more details.

Item 6.2 SHIF Financial Statements as of 30 June 2026

A member of the SHIF MC representing the Administration presents the SHIF Financial Statements as of 30 June 2026. The result for the first 6 months of the year is a deficit of USD 2 million, mainly driven by a technical deficit of 1.2 million.

The meeting ends at 13.15 p.m.
