

STAFF HEALTH INSURANCE FUND

Record of Decisions
of the 297th meeting of the Management Committee

Monday, 31st August 2026

at 2:30 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)

Representing the Director-General:

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

Other attendees:

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

Apologies for absence were received from:

Representing the insured persons of the ILO:

Ms. Clara Van Panhuys
Ms. Gwendolyn Fabros

Representing the Director General of the ILO:

Mr. Marc Fillieux
Mr. Giuseppe Zefola

The meeting opens at 2.45 p.m.

Item 1: Approval of meeting agenda
(SHIF/MC/26/297/AG)

MC refers to document ref. SHIF/MC/26/297/AG and approves the agenda.

**Item 2: Approval of the Record of Decisions of the 296th
meeting of the Management Committee**
SHIF/MC/26/RD.296

MC refers to document ref. SHIF/MC/26/RD.296 and **approves the Record of Decisions.**

Item 3: Update on the SHIF WorkPlan for 2026

ES provides a brief update on the SHIF Workplan. Claim processing times (Turn over time) have increased again, as is often the case during the summer months, and currently stand at approximately four weeks. The replacement of the vacant position within the SHIF Secretariat remains on hold in the context of the Office's current financial situation. The autumn is expected to be particularly challenging, with the SHIF Elections, the amendments to the SHIF Regulations and Administrative Rules, and the related communication requirements, including the convening of a General Meeting of Insured Persons.

Electoral officers have been appointed, and the election notice is being sent to insured persons.

Item 4: SHIF Plan review
SHIF/MC/26/296/4

MC reviews document SHIF/MC/26/296/4 prepared by the SHIF Secretariat and seeks a number of clarifications. In particular, MC asks for how long the proposed amendments are expected to secure the SHIF's financial position. While it is difficult to provide a definite estimate, as this will depend on a number of factors, such as medical inflation, investment returns, exchange rate fluctuations and the number of SHIF insured persons. The proposed amendments aim to secure the SHIF's financial position for at least five years and potentially up to ten years, in line with the projections of the latest SHIF actuarial analysis.

MC stresses the importance of communicating the proposed amendments to SHIF insured persons in a clear and transparent manner.

MC agrees to a comprehensive plan review package including contribution increase and benefits adjustment in line with the recommendations of the SHIF Actuarial Review undertaken in 2024 (SHIF/MC/25/290). Under this package the following measures will be introduced subject to the necessary changes to the SHIF Regulations and Administrative Rules:

- increase the contribution rates by 10 per cent as of 1st January 2027.
- Eliminate supplementary 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 Administrative Rules, to 30 per cent of the relevant annual income.
- Update the Exchange rate as established under Article 2.13 of the Administrative Rules to CHF 1.00 = US\$ 1.00
- Increase the maximum number of sessions and maximum approved expenses for Code 1.7 (Psychoanalysis or psychotherapy) from 40 to 50 sessions and from US\$4,000.00 to US\$ 5,000.00.

ES will prepare for the next meeting of the MC proposals to increase the contributions payable in respect of SHIF voluntarily insured persons.

ES will also prepare a draft circular for consideration and approval by the MC at its next meeting.

At the request of the members representing the insured persons, the ES will review Article 3.4 (Assessment in respect of survivors and their automatically covered dependants) to determine the feasibility of changing the frequency and/or timing of the calculation of retirees' contributions so that UNJSPF cost of living adjustments taking place in April are reflected more promptly in SHIF contributions. ES will report back to the MC on the technical feasibility and estimated financial impact of such a change with the understanding that possible implementation will remain subject to any limitation of resources made available to the SHIF Secretariat under the current contingency framework the Office is facing.

Item 5: Any other business

Item 5.1 Possible impact of the contingency measures implemented by the Office on the SHIF coverage of insured persons, including humanitarian situations

A member representing the insured persons raises the situation of ILO staff whose contract may be terminated on 31 December 2026 as a result of the Office restructuring and who may not be eligible to remain insured under the SHIF, either because they have not completed the required number of years of contributions or because they have not reached the minimum age of 55 at the time of separation from service.

A Discussion takes place on whether particular consideration could be given to staff members, or their covered dependants, who have serious medical conditions or misses the eligibility conditions for only a few months despite very long ILO service. It is noted that such information may be confidential and that pre-existing medical conditions may make it difficult for the persons concerned to obtain alternative health insurance after leaving the SHIF.

MC considers what measures could be taken within the SHIF's own mandate. Referring to its previous discussion of pending case SC 02/2026, MC indicates its readiness to consider the use of article 1.7 "coverage in exceptional cases", where appropriate. Before establishing a broader approach, however, MC would like to receive further information on the potential number and nature of cases concerned and their possible financial impact. It was agreed that the SHIF Secretariat will seek more information from HRD and TR/CF in this respect and report back to the MC if any information is available.

The meeting ends at 5.15 p.m.
