



Full social protection

Staff Health Insurance Fund (SHIF)

This year the Staff Union was again active and maintained close links with the SHIF. Two of the Staff Union's Committee members are also elected members of the SHIF Management Committee, which allows the Staff Union to be better informed about decisions concerning the health coverage of SHIF participants. "SHIF online", the system allowing policy-holders to make their claims online, has reached a steady state with a positive satisfaction rate, but colleagues in the field are still complaining about the delays in reimbursements. The black spot still remains access to care for all these same colleagues. It seems that the new system put in place concerning the approved establishments in each place of employment has not yet been properly communicated and the Staff Union will have to insist on the Fund ensuring that colleagues, mainly in the field, can fully benefit from this tool and help it to evolve, if health-care providers are missing from the list. This series of tangible improvements reinforces the Committee's conviction that this health fund is indeed adequate for the size and specific nature of the Organization, provided of course that the Administration invests in sufficient means, whether in terms of financial or human resources. But the feedback from colleagues in the field, which is much more mixed and sceptical, must be taken into account and brought to the attention of the Fund so that it can continue its efforts to provide information and to make improvements if necessary. In addition, an actuarial study was carried out this past year which will lead to further discussions in which the representatives of the participants in the Fund will do their utmost to make the best decisions to guarantee its sustainability. The members representing the insured have also participated in internal working groups of the Fund to improve its governance and sustainability.

Pension Fund

With regard to the Pension Fund, the participants' representatives were present at the annual meeting, which was held entirely virtually, as required by COVID, and defended, as usual, the interests of ILO staff. One item on the agenda threatened the future of the ILO's representation on the Pension Board, but our representatives did their best to limit the damage. The financial situation of the Pension Fund is good. For more detailed information on the Fund, the Staff Union encourages its members to go directly to its website (<https://www.unjspf.org/fr/the-69th-session-of-the-un-pension-board-concludes-confirming-excellent-performance-of-the-un-pension-fund/>).

In spring 2022, following an information broadcast from the CCISUA (our federation), the Staff Union also raised important questions and concerns to members when the United Nations Joint Staff Pension Fund (UNJSPF) Office of Investment Management (OIM) was considering outsourcing a portion of the fund and there were concerns that such action would

compromise the security of the pension fund with more exposure to volatile risk portfolios. After seeking clarification as to whether this was the right course of action the OIM [agreed to postpone this action for 3 months](#) and committed to holding further clarifying information sessions. To date, no further outsourcing action has been taken.

FOR MORE INFORMATION:

