

STANDING COMMITTEE SOCIAL SECURITY /OHS

Provisional Agenda



Acting Chair: Paola Franceschelli

1. Adoption of the agenda
 2. Election of the rapporteur
 3. Implementation of the Mental Health Strategy
Report on the International Day/ Advisory Panel on MH / Template for implementation/
COVID-19 / Material on the UN website
 4. UN Pension Fund - FICSA Member for Compensation to report on latest developments
 5. Medical Insurance Plans Survey for minimum standards
 6. Nomination of Standing Committee officers and core group members
 7. AoB
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FICSA COUNCIL

Standing Committee on SOCSEC /OHS

74th SESSION
VIRTUAL

Agenda Item 3: Summary Sheet

FICSA /C/74/SocSec/PA/

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	<ul style="list-style-type: none"> FICSA President SOCSEC Vice-Chair
Issue (title)	Implementation of the UN Mental Health Strategy
Issue description (including reach: global versus local)	<ul style="list-style-type: none"> SOCSEC SC decisions related to Mental Health (Paola) Implementation of the UN-System Strategy on mental health and wellbeing, including: <ul style="list-style-type: none"> Brief recap of FICSA representation on the Implementation Board of the UN Strategy on Mental Health and Wellbeing (Tanya) <ul style="list-style-type: none"> Membership on the Imp. Board Advisory Panel (Paola) Status on template to assist SAs in implementing the MH Strategy (Tanya) Resources available to FICSA members through the UN Website (Tanya) Reminder about training available to FICSA members on Mental Health for Staff Representatives (Paola)
Background documentation	FICSA Communications: <ul style="list-style-type: none"> Comm 69/20: FICSA Statement on World Mental Health Day Comm 61/20: UN System Covid-19 Staff Health and Wellbeing Survey Comm 56/20: UN Secretary-General's message on domestic abuse and available resources Comm 31/20: How to take care of our Mental Health in this time of trouble Comm 24/20: COVID 19, working from home, staying healthy and motivated Comm 22/20: Free Webinar – How to stay motivated working from home UN Website: <ul style="list-style-type: none"> https://www.un.org/en/healthy-workforce/

Action(s) requested from Standing Committee participants	<ol style="list-style-type: none"> 1. Consideration by the SC members of how they would like FICSA to continue representation on the Implementation Board as well as key issues that they would like the FICSA Executive Committee to take forward on their behalf. 2. Recommendation from the SC on how this issue should be integrated into FICSA strategy on the future of work, in particular with regard to the Joint SC Sessions on the Future of Work to be held in January 2021.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	
Timeline	
Resources required	<ul style="list-style-type: none"> <input type="checkbox"/> Specialist/Consultant <input type="checkbox"/> Legal Adviser <input type="checkbox"/> SC Chair/Vice-Chair <input type="checkbox"/> Core group member(s) <input type="checkbox"/> FICSA Secretariat <input type="checkbox"/> FICSA ExCom (Compensation, Field, Treasurer, Other) <input type="checkbox"/> Volunteer/Intern <input type="checkbox"/> Other
Deliverable	<ul style="list-style-type: none"> <input type="checkbox"/> Literature review <input type="checkbox"/> Paper/Article <input type="checkbox"/> Background paper with options <input type="checkbox"/> Legal article/review/opinion <input type="checkbox"/> Talking points for high-level fora/forum – Advocacy <input type="checkbox"/> Comparative study <input type="checkbox"/> Good practices <input type="checkbox"/> Recommendations/ guideline for SAs/unions
Issue for high level fora	<ul style="list-style-type: none"> <input type="checkbox"/> International Civil Service Commission (ICSC) <input type="checkbox"/> High-Level Committee for Management (HLCM) <input type="checkbox"/> HR Network <input type="checkbox"/> Joint Pension Board <input type="checkbox"/> UN General Assembly <input type="checkbox"/> Inter-Agency Security and Management Network (IASMN) <input type="checkbox"/> Other

FICSA COUNCIL

Standing Committee on Social Security /OHS

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Agenda Item 4: Summary Sheet

FICSA /C/74/SocSec/PA/

<input type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	<ul style="list-style-type: none"> FICSA President FICSA Executive Member for compensation issues – Imed Zabaar
Issue (title)	UN Pension Fund
Issue description (including reach: global versus local)	<ul style="list-style-type: none"> Brief report on the outcome of the 2020 meeting of the UNJSPF Key issues of concern going forward <p>In its resolution A/C.5/74/L.22, the UNGA requested the Chief Executive of Pension Administration to engage an independent external entity with expertise in pension fund governance matters to conduct a comprehensive and objective analysis, giving due regard to best practice standards of pension funds, with recommendations on:</p> <p>(a) Size, composition and frequency of meetings; (b) Allocation of seats; (c) Implementation of a review and rotation scheme for the adjustment of the composition of the Pension Board on a regular basis, to allow eligible member organizations to share rotating seats in a fair and equitable manner; (d) Terms of reference for the Chair and all members of the Pension Board, including the issue of conflict of interest; (e) Self-evaluation methodology and any appropriate restrictions or limitations of the Pension Board and its Standing Committee;</p> <p>The report of the external entity (MOSAIC) is currently being reviewed by the Governance Working Group. A special Board session will be held in February 2021 to discuss the Mosaic’s report and submit comments/recommendation to the UNGA.</p>
Background documentation	UNGA Resolution A/C.5/74/L.22 Report of the 67th UNJSPB session

	FICSA Circular 1333 – Tri-Federation statement to the UNJSPF
Action(s) requested from Standing Committee participants	Consideration of issues that FICSA Excom members should raise on behalf of FICSA members during future meetings of the UNJSPF and related fora
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	
Deadline	
Resources required	<input type="checkbox"/> Specialist/Consultant <input type="checkbox"/> Legal Adviser <input type="checkbox"/> SC Chair/Vice-Chair <input type="checkbox"/> Core group member(s) <input type="checkbox"/> FICSA Secretariat <input type="checkbox"/> FICSA ExCom (Compensation, Field, Treasurer, Other) <input type="checkbox"/> Volunteer/Intern <input type="checkbox"/> Other
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Agenda Item 5: Summary Sheet

FICSA /C/74/SocSec/PA/

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	<ul style="list-style-type: none"> SOCSEC Vice-Chair
Issue (title)	Medical Insurance Plans Survey for minimum standards
Issue description (including reach: global versus local)	<p>This survey is being conducted to obtain information from FICSA membership on the different medical insurance plans implemented in the various organizations. A wide system of payments and premiums is in place at the moment, with no uniformity of providers and procedures. Recommendations FICSA/C/73/D/12 and D/13 suggested the hiring of a consultant to navigate and compile information on the different plans, but before getting to that stage UGSS FAO considers that it would be useful to present membership with an initial set of data, to be able to see the common features and the procedures that may be adopted as baseline information. This is why FICSA should launch this survey, to be further elaborated in the future. The outcome may be in the form of a set of recommendations on basic, standard procedures and best practices in place at UN level, as a tool to be used by staff representatives in different organizations when negotiating insurance contracts.</p>
Background documentation	<p>The list of possible questions to be included in the survey is the following:</p> <ol style="list-style-type: none"> Name of insurer <ol style="list-style-type: none"> Breakdown of staff insured, by category and average age (Professional/GS/NOs/Retirees) Breakdown of staff insured by contractual status (Permanent/Continuing/FT/ST/Consultants/Retirees) Is there an internal committee dealing with the contract? Are staff reps present in this committee? [Please attach ToRs of the Committee to the reply]

5. Are staff reps involved at any stage during the tender process?
6. Structure of the Plan:
 - Who is entitled to join the plan?
 - Is the plan compulsory for staff members?
 - Are there optional plans available in addition to the basic plan? If YES, how is the relevant premium calculated and paid for?
7. What is the coverage provided by your plan?
 - a) full reimbursement of claims
 - b) partial reimbursement of claims (please specify percentage)
 - c) are the following type of medical expenses capped?:
 - dental
 - psychotherapy
 - physiotherapy
 - others (please specify)
8. Is the plan subsidized by your organization?
If YES please specify percentage contribution of your organization
9. How is the insurance premium paid by the staff member calculated?
A: As a flat amount(s), irrespective of the staff member's salary, only depending on the number of insured persons/family members/dependents
B: As a percentage of the staff member's salary.
10. If the answer to question 9 is B, what is the basis for calculation of the premium paid by the staff member?
 - i. Net salary
 - ii. Net Salary + Post Adjustment
 - iii. Net Salary + Post Adjustment + allowances
 - iv. Gross salary
 - v. Pensionable Remuneration
 - vi. Others (please specify)
11. If the answer to question 9 is B, is the percentage applied for calculation of salary deduction equally applied at all grades/salary levels, or does it change across grades? (If the latter is the case, please provide details).
12. Is a ceiling applied on the premium paid by staff, beyond which the organization is required to pay for the difference (gap-filling measure)? If YES, please provide details on how the ceiling is calculated.
13. Is a specific recourse mechanism in place to handle controversial issues regarding the application of the insurance policy? If YES, please provide details
14. Is there a profit sharing account, funded by the financial surplus (if any) carried forward from one insurance year to the next?
15. Does staff have access to the national health care in their Duty Station? If YES, is the access equally applicable to local and non-local staff?
16. Are the same insurance terms equally applied to HQ and Field staff?

	<p>17. What is the percentage of retired staff in your organization?</p> <p>18. Which of the provisions above apply to retirees' Medical Health coverage?</p> <p>19. What is the present coverage for COVID-19 related pathologies?</p>
Action(s) requested from Standing Committee participants	<p>1. Decide to instruct the FICSA Secretariat to circulate the Survey</p> <p>2. Provide inputs to elaborate the Survey and finalize it</p>
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Next step(s)/specific action(s)	
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