
FICSA/C/73/SocSec/CRP.1 Session 1: 11 Feb 2020 @ 15:15 – 16:45 in Conference Room 3-5
Provisional agenda item 11 (c) Session 2: 12 Feb 2020 @ 10:15 – 11:45 in Conference Room 3-5
2 x 1.5 hours

STANDING COMMITTEE ON SOCIAL SECURITY/OCCUPATIONAL HEALTH & SAFETY

Provisional Agenda



Co-Chair: Tanya Quinn-Maguire



Co-Chair: Katja Haslinger

1. Adoption of the agenda
 2. Election of the rapporteur
 3. Staff Wellbeing
 - (a) Update on the issue of After-Service Health Insurance (ASHI) ([FICSA /C/73/SOCSEC/Summary Sheet 3a](#)) – *Tanya Quinn-Maguire, Co-Chair*
 - (b) Implementation of the Mental Health Strategy ([FICSA /C/73/SOCSEC/Summary Sheet 3b](#)) – *Tanya Quinn-Maguire, Co-Chair*
 - (c) Update on the HLCM Duty of Care Task Force ([FICSA /C/73/SOCSEC/Summary Sheet 3c](#)) – *Evelyn Kortum, FICSA General Secretary*
 4. Pension Fund issues:
 - a. Statement by UN Pension Fund Ms. Rosemarie McClean, Chief Executive of Pension Administration, or her representative (*afternoon session*)
 - b. Update on pension issues ([FICSA /C/73/SOCSEC/Summary Sheet 4](#)) – *Brett Fitzgerald, FICSA President*
 5. Medical coverage of locally-recruited staff of UN agencies ([FICSA /C/73/SOCSEC/Summary Sheet 5](#)) – *Veronique Allain, Field Issues and Jésus Garcia-Jiménez, Regional Representation for LAC*
 6. Workshops and other business
 7. Nomination of Standing Committee officers and core group members
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FICSA COUNCIL

Standing Committee on SOCSEC/OHS

73rd SESSION
London, 8 to 14 February 2020

Agenda Item 3 (a): Summary Sheet

FICSA /C/73/SocSec/Agenda Item 3a

<input type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Tanya Quinn-Maguire, UNAIDS
Issue (title)	Agenda item 3 (a) Update on ASHI
Issue description (including reach: global versus local)	<p>SOCSEC Committee to take note of the General Assembly Resolution of 17 April 2019.</p> <p>The ASHI WG was dissolved in advance of last year's FICSA Council and there have been no meetings or correspondence since then.</p>
Background documentation	<p>A/RES/73/279 B – General Assembly Resolution – 17 April 2019</p> <p>A/73/662 – Report of the Secretary General to the GA – 19 December 2018 (presented at previous FICSA Council)</p>
Action(s) requested from Standing Committee participants	<p>Take note of the resolution and request that:</p> <ul style="list-style-type: none"> each FICSA member endeavours to ensure that there is a staff association representative on the board of their organization's staff health insurance body to ensure that there is no degradation in the level of after-service health insurance benefits provided to staff. Encourage the creation of a group of the above-mentioned SA representatives on health insurance bodies to facilitate the exchange of information and create a repository of best practice on all health-insurance related issues for the benefit of all FICSA members Request the FICSA EXCOM to gather information about the special body that was supposed to have been set up under the auspices of the Finance and Budget Network to deal with insurance-related issues and enquire about possibility of FICSA participation.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	

Timeline	NONE
Resources required	NONE

FICSA COUNCIL

Standing Committee on SOCSEC/OHS

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Agenda Item 3 (b): Summary Sheet

FICSA /C/73/SocSec/Agenda Item 3b

<input checked="" type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Tanya Quinn-Maguire, UNAIDS
Issue (title)	Implementation of the Mental Health Strategy
Issue description (including reach: global versus local)	<p>FICSA has been following this issue for five years and was instrumental in the development and launch of the UN System-Wide Mental Health Strategy in October 2019. FICSA has continued to ensure the voice of staff was integral to the implementation strategy and has been active on the implementation board and various working groups.</p> <p>Work has now started to encourage implementation of the strategy at organisational level.</p>
Background documentation	FICSA Communication 37 / 19
Action(s) requested from Standing Committee participants	<p>Discuss how steps, if any, have been taken in respective organisations to implement the strategy.</p> <p>Inform FICSA of what support is required, if any, for members in this regard.</p> <p>Develop recommendations for Council on next steps in this regard.</p>
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	
Timeline	
Resources required	

FICSA COUNCIL

Standing Committee on SOCSEC/OHS

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Agenda Item 3c : Summary Sheet

FICSA /C/73/SocSec/Agenda Item 3c

<input type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Evelyn Kortum, FICSA General Secretary
Issue (title)	Update on the HLCM Duty of Care Task Force
Issue description (including reach: global versus local)	The HLCM WG on Duty of Care had been working since 2014 on the establishment of the DoC framework. The framework has now been established and the implementation phase is under preparation and heads of agencies are responsible and accountable.
Background documentation	<p>One of the conclusions of the process was that the Integration of OSH into risk management processes are the key driver for the proper implementation and improvement of the DoC framework. An Interagency OSH Forum will be established, headed by WHO to mainstream OSH and the tools developed by the Task Force (including duty station health risk assessment, pre-deployment guide, UN living and working standards, training for managers and a system-wide 5-year action plan for the implementation of the mental health strategy)</p> <p>Power Point on Occupational Safety and Health for UN system personnel</p>
Action(s) requested from Standing Committee participants	
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE	
Next step(s)/specific action(s)	
Timeline	
Resources required	

FICSA COUNCIL

Standing Committee on SOCSEC/OHS

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Agenda Item 4b: Update on pension issues

FICSA /C/73/SocSec/Agenda Item 4b

<input checked="" type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	FICSA President
Issue (title)	Distribution of seats on the UN Joint Staff Pension Board and Governance
Issue description (including reach: global versus local)	<p>While the UN Joint Staff Pension Board, at its annual session held in July 2019, conducted its normal oversight functions the session was overshadowed by ongoing efforts on the part of the UN Secretariat participants' representatives to acquire an even larger number of seats on the Pension Board by attempting to take seats away from the specialized Agencies. Should the UN Secretariat obtain a majority of seats on the Pension Board, the specialized Agencies would no longer have any say in the management of the Fund, which is even more worrying at a time when the UN Secretariat not only has serious financial problems but also has insufficient financial resources to set aside in a special fund for purposes of assuring the UN Secretariat's after-service health insurance liabilities to its former and/or retired staff. At the same time, UN participants' representatives continue to allege that there is still a backlog in the processing of new entitlements, despite the fact that the Asset and Liability Monitoring Committee clearly specified in its report that "New pension cases are processed on time and correctly, there is no backlog of entitlement cases."</p> <p>The UN GA, in its resolution A/C.5/74/L.22 dated 27 December 2019, requested the new Chief Executive of Pension Administration to promptly 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: 1) size, composition and frequency of meetings [<i>of the Board</i>]; 2) allocation of seats [<i>on the Board</i>]; 3) implementation of a review and rotation scheme for the adjustment of the composition of the Board on a regular basis, to allow eligible member organizations to share rotating seats in a fair and equitable manner; 4) terms of reference for the Chair and all members of the Pension Board, including the issue of conflict of interest; and 5) self-evaluation methodology and any appropriate restrictions or limitations of the Pension Board and its Standing Committee." The GA further decided "that alternates should be entitled to attend Pension Board sessions only when principal Board members cannot attend, with the exception of the elected alternates of the General Assembly."</p> <p>Such matters are of extremely high importance to the participants from the specialized Agencies while, at the same time, are distracting attention from</p>

	concerns regarding the rate of return on the investments of the Fund's assets. As stated by the Pension Board's Assets and Liabilities Monitoring Committee, "the real rate of return earned by the Fund continues to be the most significant factor in maintaining long-term solvency."
Background documentation	https://undocs.org/en/A/RES/74/263 https://www.unjspf.org/wp-content/uploads/2019/10/Report-of-the-UNJSPB.pdf
Action(s) requested from Standing Committee participants	This is mainly for information purposes.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	
Timeline	
Resources required	

FICSA COUNCIL

Standing Committee on SOCSEC/OHS

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Agenda Item 5: Summary Sheet

FICSA /C/73/SOCSEC/Agenda Item 5

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Véronique Allain, SCBD Jesus Garcia Jimenez, ILOTC
Issue (title)	Medical coverage of locally-recruited staff of UN agencies
Issue description (including reach: global versus local)	<p>This is an issue raised in several instances by Jésus Garcia Jimenez, the Regional Representative of FICSA for the Americas when he travelled to Argentina and Mexico in the summer 2019 and when Veronique Allain was in Brasilia (June 2019) and in Lima (October 2019) for the Federation during salary survey workshops:</p> <p>There is a lack of homogeneity in the mechanisms for coverage of health benefits for United Nations civil servants in specific countries, both in response to the variety of employers (depending on the agency or organization in question), as to the type of employment contract of the official with his/her organization, or the type of agreements existing between insurers and hospitals and / or clinics.</p> <p>There is no guaranteed access to insurance both in urgent situations and on holidays and weekends. The current situation is characterized by the staff member having to cover upfront the costs of emergency situations, without being sure of the level of reimbursement by the health insurance company.</p> <p>The available advance on salary in case of chronic diseases and surgeries, when the cost of medical care is greater than 1/3 of a monthly salary, does not solve this deficit.</p> <p>UNIDO for instance, in countries away from Headquarters, is the agency which is noteworthy for the applicable limits of reimbursement for medical service.</p> <p>It was noted that the health coverage of dependent children of FAO officials is maintained until the age of 26, this being an age limit considerably higher than the rest of the Organizations that are generally set at 21 years.</p> <p>Of the different situations, it is worth highlighting:</p> <ul style="list-style-type: none"> - The lack of agreements with important hospitals; - The relative importance of advances made by the insured staff member in the case of UNESCO with the MSH insurer when hospital care is required; - The limit of 500 USD per invoice mentioned in the case of PAHO;

	<ul style="list-style-type: none"> - The existence of an advance on salary for higher expenses in the case of UNHCR; - Health coverage to FAO through Allianz; - The coexistence of four kinds of health insurance in the case of CIGNA; - Or the request to extend health coverage to cohabiting parents when single, in the case of UNICEF. <p>In a country like Argentina, the staff have suggested that it would be important if health insurance reimbursements could always be in US dollars, to avoid that, if made in local currency, they can negatively affect the insured when said reimbursement coincides with a period of high inflation.</p> <p>Finally, it is important to point out the seriousness of the situation of local ECLAC officials covered by a new plan called “MIP” with which the reimbursement of medical expenses is limited to six reference salaries (slightly less than 17,000 USD) instead of applying the defined limit for the rest of the staff (250,000 USD), and being, in the case of the “MIP”, the reimbursements in local currency, affected in the case of Argentina by the heavy inflation suffered by the peso in this last period. This situation generates a fragmentation of the health coverage system to the detriment of local officials, and that may already be being implemented in twenty countries of the Region.</p>
Background documentation	<p>Mission Reports from Jesus Garcia Jimenez:</p> <ol style="list-style-type: none"> 1) Meeting with the staff representatives of FUNSA Mexico (Federation of UN Staff Associations Mexico), 12 August 2019 Circular 1319; 2) Meeting with the representatives of FAPSNUBA (Federation of UN Personnel Associations in Buenos Aires, Argentina, July 2019); 3) Informal discussions held between Véronique Allain and participants in the training workshops on salary surveys in Brasilia (June 2019) and Lima (October 2019).
Action(s) requested from Standing Committee participants	<p>Actions proposed in three areas:</p> <ul style="list-style-type: none"> - call to FICSA members to ask for information on the insurance provided to locally-recruited staff. (the MIP applies to UN secretariat staff and may apply to the staff of other specialised agencies); - request the FICSA Excom to ascertain information about the existence of an Insurance Group (a group of leaders / directors of UN health insurance funds); - Organizational strengthening of the Federation of United Nations Personnel Associations, to constitute it as an interlocutor representing all the personnel associations of the UN organizations, thus avoiding fragmentation in the dialogue and search for solutions to common problems - Direct dialogue with the Resident Coordinators of the countries concerned - Stable coordination of FAPSNUBA, FUNSA in México, Montevideo and Lima (among others), and other FUNSAs with FICSA, in order to speak with one voice about this important issue of proper health coverage for all UN staff in the field.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	

Next step(s)/specific action(s)	
Timeline	
Resources required	