

DRAFT

Record of Decisions of the Fourteenth Session of  
the Council of the Federation of Associations of  
Former International Civil Servants (FAFICS)

(Fredensborg, Denmark, 5-9 June 1986)

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1. The Fourteenth Session of the Council of FAFICS was held on Thursday, Friday and Monday, 5-6 and 9 June, at the Fredensborghusene, Fredensborg (Denmark). The final sitting (Monday, 9 June) was held at the WHO European Office, Copenhagen.

Participation

2. The following Member Associations of FAFICS were represented:

AAFI/AFICS, Geneva	Mr. S. Grabe
AFICS, New York	Mrs. P. Tsien
FFOA, Rome	Mr. C. Buonaccorsi
NAFICS, Copenhagen	Miss I. Poulsen
UNESCO Committee of Former Officials (CAF), Paris	Mr. A. Chakour.

3. Mrs. M. Bruce (Chairman of the Council of FAFICS), Miss A. Butler (Secretary of FAFICS) and Miss E. Vanbraecken (Treasurer of FAFICS) were present in their official capacity.

Election of the Chairman of the Session  
(Agenda item 1)

4. Mrs. M. Bruce (Chairman of the Council) was unanimously elected Chairman of the session.

Adoption of the Agenda  
(Agenda item 2)

5. The proposed draft agenda (document D.1) was adopted, subject to the addition of three sub-items under item 5: Pension Questions. It was understood that individual items might be taken out of order, without actually changing the numbers allotted to them (cf. Appendix I).

Report of the Chairman of the Council  
(Agenda item 3)

6.1 The Chairman reported briefly on the main developments in the Federation over the past year, with particular reference to action based in New York: discussions during the 1985 Session

of the Fifth Committee; negotiations with the Pension Fund Secretariat concerning the statistics being compiled, by that Secretariat, on persons who had retired in dollar and non-dollar areas (pursuant to the decisions taken at the meeting of the Officers of the Council in February 1986); participation in a meeting of the Board of the Conference of Non-Governmental Organisations (CONGO) (New York, 7-8 May 1986) and in an NGO-sponsored consultation on ageing and development.

6.2 She drew attention to the fact that, since no comments on, or amendments to, the Record of Decisions of the Thirteenth Session of the Council (Montreal, July 1985) had been received from Member Associations within the time limit set, that Record had now been adopted.

6.3 At the suggestion of the Chairman it was agreed that, in application of the decision taken by the Council in Montreal (cf. para. 28 of the Record of Decisions) efforts should be made to arrange a meeting between the representatives of FAFICS and those of the Federation of International Civil Servants Associations (FICSA) and the Co-ordinating Committee of International Staff Unions and Associations (CCSIUA) while they were in Copenhagen for the 35th Session of the UNJSPB.

Reports of the appointed representatives of FAFICS to various bodies and meetings  
(Agenda item 4)

7.1 Meetings of the UNJSPB and associated bodies. The Council noted that the reports on the 34th Session of the UNJSPB (Montreal, 1985) and the 163rd and 164th Sessions of the Standing Committee (Montreal, 1985 and New York, 1986) had not yet been circulated to Member Associations. It was agreed that in future a time limit of 8 weeks should be set for receipt of comments on, or amendments to, draft reports on such meetings; after 8 weeks, the reports would be considered cleared for distribution to Member Associations by the Secretary.

7.2 Other meetings. The Council took note of the report on the General Assembly of the Conference of Non-Governmental Organizations (CONGO) (cf. Doc. d.4) and decided that any matters of substance in the report would be taken up under item 10.

Pensions questions  
(Agenda item 5)

5(1): Draft agenda of the 35th Session of the UNJSPB

8.1 The Council took note of the items in the Provisional Agenda of the Thirty-fifth Session of the UN Joint Staff Pension Board (doc. JSPB/35/R.1), and of such papers for the Session as were already available, and reached the following conclusions on specific items.

8.2 Item 11: Pensionable remuneration. The Council decided that it would support the position of the participants' representatives but would not necessarily intervene in the discussion in the Board.

8.3 Item 12(a): Lump-sum commutation. The Council decided to support the position of the participants' representatives on the issue of acquired rights but, again, would not intervene in the discussion.

8.4 Item 12(b): Inequalities of benefits based on different dates of separation (JSPB documents 35/R.14 and R.19). The Council noted and shared the view expressed by the Committee of Actuaries in R.14 (cf. para. 15) to the effect that they "could not advocate any selective withholding of cost-of-living adjustments to the benefits payable to specific groups of retirees in order to eliminate or lessen any perceived inequalities". It expressed reservations on the approach outlined by the Secretary in para. 10 of doc. 35/R.19 to reduce the inequalities arising out of fluctuations in the exchange rates relating to the double-track system.

8.5 After considerable discussion as to the advisability of asking for more extensive and detailed studies to remedy inequalities due to fluctuations in exchange rates, it was agreed that, in the first instance, it would be preferable for the FAFICS representatives at the 35th Session of the UNJSPB to discuss directly with the Secretary what exactly he meant in paragraph 10 of 35/R.19, and to clarify how he intended to proceed in the preparation of a further report, as indicated in para.19(b) of that paper.

8.4 The Council wished to emphasise strongly, once again, that it was undesirable that the Fifth Committee and the General Assembly should continue to introduce changes in the pension system every year, thereby creating a continual state of uncertainty among pensioners.

8.7 Item 12(c): Rate of contribution. The Council took note of the General Assembly decision to defer the increase in the rate of contribution, and of the comments of the Committee of Actuaries (cf. para. 16 of 35/R.14). It decided that if a situation were to develop which might necessitate an intervention, the FAFICS representatives would meet together to decide on the position or action to be taken.

8.8 Item 12(d): Two-track pension adjustment system (para. 17 of document JSPB/35/R.14 and document JSPB/35/R.21). The Council took note of para. 12 in 35/R.21 and the relevant paragraphs in the report of the Committee of Actuaries (doc. 35/R.14) and agreed that it should strongly oppose any reduction of the 20% cap, or any other major revision of the system, without prior and thorough exploration of the problems and issues involved. A major problem that needed attention in this context, was the great variations in the exchange rate averages used in determining local currency based pensions for pensioners retiring in the same country at different dates.

8.9 It was also agreed that FAFICS should be ready to supply further information and statistics to support its position.

8.10 Item 14: Cases before the Administrative Tribunals. It was noted that doc. 35/R.24 was not yet available; consequently it was not possible to take a position on this item.

8.11 Item 16: Appointment of the Secretary. Several members of the Council expressed dissatisfaction with the way in which the Secretariat was now fulfilling its functions. They felt that, if a problem were to arise regarding the immediate appointment of a new Secretary, any prolongation of the present Secretary's contract should not be for more than one year, and that their views on this matter should be made known to the participants' representatives.

8.12 The Council also considered that the functions of Secretary of the Board and Secretary of the UN local pension committee were incompatible. The Secretary of the Board should not also have responsibility for any body pertaining to a specific organization within the UN system. The Council noted in this connection that a change in the present arrangement would require an amendment to the Regulations by the General Assembly.

8.13 Item 17: Composition of the Board. The Council noted that no paper was as yet available. It took note of, and welcomed, the change in the Rules of Procedure whereby FAFICS had been granted the right to be represented by two observers. It reaffirmed the conclusion adopted at its Thirteenth Session, namely, that "FAFICS should press for full participation on the Board, with the right to vote, regardless of the likelihood of success in such demands" (cf. Record of Decisions, Thirteenth Session, para.18)

8.14 Item 18: Proposed amendment to article 28 of the Regulations of the Fund in the light of the Administrative Tribunal Judgement No. 360 (Case No. 338: Taylor v. the UNJSPF). The Council agreed that this was a decision that would have to be watched carefully, particularly with a view to ensuring that full service credit was given to expert staff who were subject to "irregular" contracts, i.e. contracts of successive short-term or medium-term duration.

8.15 Item 19: Recovery of Indebtedness to the Fund. While it was pointed out that it was necessary to protect the Fund, it was also agreed that any cases involving prolonged overpayment by the Fund, and consequent demands for reimbursement relating to periods of, say, more than six months' duration, should be brought before the Standing Committee. As a matter of principle, if the overpayment was due to an error by the Secretariat, the cost should not be borne by the pensioner, and FAFICS should support any amendment of the Regulations along these lines.

8.16 The problem was particularly acute when it concerned payments made under the survivor benefit clause, and when it was aggravated by a language problem (e.g. when the beneficiary did not understand either of the official languages and did not live within easy reach of a headquarters, regional or other office of the UN or other organisation member of the Fund).

8.17 The Council noted that these problems constituted a further area in which Member Associations should provide assistance to their members and, as appropriate, should inform the Chairman of the Council and the Secretariat.

5(2): Exchange of information on appeals concerning pension benefits

9.1 It was pointed out that there were three categories of appeal to be considered: (a) appeals on the 1984 General Assembly decisions, considered last year by the Standing Committee; (b) new appeals and "follow-up" appeals on these decisions that were in preparation and were likely to come before the Standing Committee in the course of 1986 or early in 1987; (c) appeals not connected with the 1984 General Assembly resolution.

9.2 On categories (a) and (b). Member Associations reported on the present position in so far as information was available. New appeals were being submitted from pensioners whose initial appeal had been opposed on grounds that no real loss had been suffered by the appellant but who now, after the fall of the dollar, were in fact receiving a reduced pension. It was noted that these new appeals and the "follow-up" appeals had to go through the Standing Committee and it was agreed that FAFICS should press for them to be submitted to the Standing Committee as soon as possible, preferably at its next session (June 1986).

9.3 The Council took note of this exchange of information and requested Member Associations to keep each other informed on developments. It also noted that good co-operation on the appeals had been established with FICSA by several Member Associations.

9.4 On category (c). This concerned the losses incurred by pensioners in several countries as a result of delays in the publication of cost-of-living statistics on which pension adjustments were based. It also concerned losses caused by delays in changes from the dollar track to the dual track, requested by individual pensioners (see below, paras. 10.1 and 10.2). The Council deplored these delays and agreed that the matter should be taken up with the Secretary of the Fund.

5(3): Cost-of-living adjustments for pensioners

10.1 It was pointed out that the losses described in para. 9.4 above were the result of both the late publication of the statistics and the mandatory use by the Pension Fund Secretariat of the UN Statistical Bulletin, a secondary source, rather than a primary source. It was noted that there were two problems:

- (1) a need to secure retroactive payment of the lost cost-of-living payments;
- (2) a need to review and modify the procedures, in order to authorise the Pension Fund Secretariat to use alternative official sources of cost-of-living statistics in cases of delays in the publication of such statistics, instead of the sources now prescribed; this was particularly important now that the adjustments were only made once a year.

10.2 It was agreed that FAFICS should try to get a member of the Board to propose the addition of an item to the Agenda of the 35th Session of the UNJSPB to cover this problem.

#### 5(4): Operation of the double-track system

11.1 It was noted that one essential problem now arising was connected with the difficulty of getting information on cost-of-living adjustments and other elements, such as exchange rates, on which individual pensioners could base their decision to opt for the dual track system. A request for getting early and authoritative information had already been raised with, and refused by, the Secretary, who claimed that the Secretariat was overwhelmed by requests from individuals.

11.2 It was agreed that FAFICS should again urge that such information was essential and should be made available officially by the Secretary of the Fund on a regular basis. It was also agreed that a letter from the Chairman of the Council should be addressed to the Secretary of the Fund, requesting that such information be sent quarterly and regularly to all pensioners living outside the USA.

#### 5(5) Survivor benefits

12.1 The Council was informed of the problems encountered by surviving spouses in the event of decease of the beneficiary when the marriage had taken place after retirement who, under the present regulations, were not entitled to a benefit. This was a social issue, and it was agreed that it was a matter to be explored with the Secretary, whose attention should be drawn to the increasing number of problems in this area.

12.2 Change of residence. The attention of the Council was drawn to problems relating to benefits of pensioners who change their country of residence, and of persons who wish to change their country of residence after becoming entitled to a survivor's benefit. The Council agreed that an amendment to Article 32 of the Pension Adjustment System (document JSPB/12, January 1985) should be recommended to cover both these cases. Pensioners who changed their country of residence, and survivors who became entitled to a benefit, should be able to opt for a pension adjusted in line with the US\$ track, with a possibility of returning at a later date to the dual-track system if they so wished.

12.3 It was agreed that FAFICS should try to get a member of the Board to propose the addition of an item to the agenda of the 35th Session of the UNJSPB to cover these problems.

#### After-Service Health Insurance (Agenda item 6)

13.1 Member Associations were presented with a first draft (prepared by CAF/UNESCO, Paris) of a comparative study of the after-service health insurance and facilities available to retirees from the various Organisations. Members were asked to examine the data so far provided in the draft, and to correct and up-date them where necessary, and to return the revised drafts to CAF/UNESCO.

13.2 CAF/UNESCO was complimented on its initiative in undertaking this study. Recalling that, in 1984, the International Civil Service Commission (ICSC) had made a survey of after-service

health care within the UN system, it was agreed that FAFICS should ask the Secretary of the ICSC what further action was being taken with regard to the application of its recommendations to Organisations other than the United Nations.

#### Other Social Questions

(Agenda item 7)

14.1 Pre-retirement courses. After an exchange of views on the action taken by the various organisations providing pre-retirement courses for its employees, it was agreed that a circular would be sent out to all Member Associations asking them (a) to provide information on such courses, and on their own participation in them, and (b) to send such "kits" or printed material as might be distributed to persons attending the courses.

14.2 It was pointed out that staff members serving in the field, and those serving in the smaller UN offices and agencies, were at a serious disadvantage, since they usually had no access to pre-retirement courses or to subsequent help on retirement problems. This could be an area for action by FAFICS and its Member Associations.

15. Problems of ageing. Recognising that the problems of ageing tended to become more acute some ten or more years after retirement, both AAFI/AFICS (Geneva) and AFICS (New York) reported that they had set up working groups on the subject and expected to be able to report more fully on the subject to the next session of the Council.

#### Taxation of Pensions

(Agenda item 8)

16. The Council noted that the document on taxation produced some years back by the Pension Fund Secretariat was very out of date, and decided that the question of its revision should be taken up with the Secretary of the Fund. The Council also considered that it would be desirable if the Member Associations were to develop further exchanges of information on the taxation of pensions, with particular reference to the countries where they were located or in which they had correspondents who were competent in the matter.

#### Representation of FAFICS

(Agenda item 9)

##### UN Joint Staff Pension Board

17.1 The Chairman of the Council informed the members of the discussions she had had with the Secretary of the Fund, in which he had confirmed that, in his view, while FAFICS was limited to sending two observers as its representatives to the sessions of the UNJSPB, there was no limitation to the number of alternates.

17.2 The Council appointed the following persons to represent the Federation at the 35th Session of the UNJSPB:

Observers: Mrs. P. Tsien (AFICS, New York)  
Mr. S. Grabe (AAFI/AFICS, Geneva)

Alternates: Mrs. M. Bruce (AFICS, New York)  
Mr. C. Buonaccorsi (FFOA, Rome)  
Mr. A. Chakour (CAF/UNESCO, Paris)  
Miss I. Poulsen (NAFICS, Copenhagen).

17.3 Mr. A. Chakour (CAF/UNESCO, Paris) protested against this decision and asked to have his protest accurately reflected in the Record of Decisions of the Fourteenth Session of the Council. In his opinion, the Chairman of the present session of the Council should be the leader of the FAFICS delegation to the 35th Session of the UNJSPB, as she had been at the 34th Session of the Board (Montreal, 1985), and should consequently be one of the two observers at the 35th Session. He reaffirmed his position that FAFICS representatives at sessions of the UNJSPB and its associated bodies should speak with a single voice in the interests of all Member Associations.

#### International Civil Service Commission

18. The Council appointed the following persons to represent it at the forthcoming session of the ICSC in New York:

Mrs. M. Bruce (AFICS, New York)  
Mr. P. Montanaro (FFOA, Rome)  
Mr. R. Smith (AFICS, New York)  
Mrs. P. Tsien (AFICS, New York).

#### FAFICS' Activities as a Non-Governmental Organisation (NGO) (Agenda item 10, documents D.4 and D.5)

19.1 The Secretary introduced document D.5 and informed the Members that, since preparing the paper, she had received from the President of AFPNU, Mexico, a report on his participation, on behalf of FAFICS, in the 1986 Session of the Economic Commission for Latin America and the Caribbean (cf. para. 11(a)). The report was positive, expressing the view that it was useful for FAFICS to be represented in such meetings.

19.2 The Chairman informed the members about her participation in the recent meeting, in New York, of the Board of CONGO and in an NGO-organised consultation (also in New York) on ageing and development. She also reported on her discussions with Virginia Saurwein of the UN/NGO unit in New York on NGO questions in general.

19.3 After considerable discussion, agreement was reached on a number of points:

- there was a need to distinguish between what was FAFICS' role (which should chiefly be one of co-ordination and information, and of stimulating or generating action among Member Associations) and what could be done better through FAFICS Member Associations;
- it was useful for FAFICS to be represented at selected NGO meetings;

- FAFICS' main areas of interest should remain health, ageing and related questions, and housing;
  - FAFICS should retain its consultative status as an NGO and continue its membership in CONGO.
20. On specific questions raised in doc. D.5, it was agreed that:
- the FAFICS Member Associations and representatives in New York, Geneva and Vienna would inform the Secretary about their NGO representatives, for communication to the UN/NGO Unit;
  - Mr. Seligman (IAEA, Vienna) would be contacted by the Secretary about participation in the meetings referred to in paras. 11(c) and 11(e);
  - NAFICS would see whether one of its members could participate in the meeting listed in 11(d);
  - FAFICS did not need to be on the mailing list for any of the papers listed in Appendix II to D.5;
  - the Chairman would send out a letter to all Member Associations, explaining the FAFICS fields of interest, suggesting that each Member Association might set up a special NGO committee or working group to follow these questions, and asking whether of their members would be interested in, and willing to make themselves available for, such activities or as speakers on the UN system and its policies and programmes.
21. The Secretary was authorised in the meantime to deal as best possible with the flood of documentation described in paras. 8 to 18 of doc. D.5, and to report back to the Council at its next session, bearing in mind that other arrangements may have to be made.

Information Activities within the Federation:  
FAFICS information pamphlet  
 (Agenda item 11)

22. It was noted that one contribution from a Member Association was still under preparation and would be received within the next few weeks. The Council reiterated the conclusion reached at its Thirteenth Session: "On the basis of the material received the /FAFICS Secretariat/ might draft two versions of a pamphlet: one along the lines already agreed at the Eleventh Session of the Council; the other an abridged version which might be less costly to produce." Both versions would be circulated, with a time-limit for the receipt of comments and/or amendments by Member Associations prior to finalisation for publication.

Progress in the Representation of Pensioners on Bodies  
taking Decisions relevant to UN Pensioners  
 (Agenda item 12)

23.1 It was noted that while this item concerned chiefly local pension committees and health insurance committees, it could also concern savings and loan services or credit unions as well as staff associations or staff unions. In the ensuing discussion it became clear that, while progress was being made in some areas, in others there appeared to be some side-slipping and that, in any case, practices varied considerably among the Organisations.

23.2 It was agreed that all the Member Associations could benefit from having a clear picture on the present position in this area, and that information on it should be collected through a questionnaire covering the various points. CAF/UNESCO, Paris, agreed to draft the questionnaire, which would then be sent out from the Chairman of the Council to all Member Associations.

Activities of the Federation: programme for 1986/87  
(Agenda item 13)

24. The Council took note of the activities on which action would be taken or initiated during 1986/87 (in particular those concerning pension questions, taxation of pensions, pre-retirement courses, health insurance, activities within the Federation's mandate as an NGO, and the representation of pensioners on bodies taking decisions relevant to them) on which participatory action was required by the Chairman, the Secretariat and/or Member Associations.

Co-ordination with Representatives of Active Staff  
(Agenda item 14)

25.1 The Council noted that, as had already been pointed out during the Thirteenth Session of the Council, this item concerned, in particular, FAFICS' relations with FICSA and the Co-ordinating Committee. It was noted also that individual Member Associations had good relations with both these organisations, but that FAFICS itself did not have any formal relationship with either of them.

25.2 The Council agreed that the conclusions reached at its Thirteenth Session remained valid. The relationships in question existed "at two distinct levels: the participation of these (and possibly other) bodies as observers at the Council sessions, and day-to-day contacts. It was agreed that there should be no blanket invitation to attend Council sessions, but that the organisations concerned should be informed of the date, place and agenda of each session" (cf. Record of Decisions, Thirteenth Session, para. 28).

25.3 The Council decided to strengthen its relationship with both FICSA and the Co-ordinating Committee, to keep both organisations informed regarding the date, place and agenda of FAFICS Council sessions, and to invite them to express interest in, and attend the discussions on, items of specific interest to them.

Financial Matters (Agenda item 15)

26.1 Accounts for 1985 and the Auditors' report (doc. D.2). The Council approved the accounts for 1985 and took note of the auditors' report.

26.2 Budget for 1987 (doc. d.3). The Council approved the budget proposed for 1987. It agreed that the Treasurer should approach Member Associations at the beginning of each year with a view to getting early information on their membership so as to obtain more accurate estimates of income on which to establish the budget.

26.3 It was proposed that the Secretary of the Pension Fund should be contacted to see whether the Fund might be prepared to finance, or to subsidize, publication of the FAFICS information pamphlet,

especially now that Member Associations were being requested to assist the Pension Fund Secretariat in providing information to pensioners.

26.4 Scale of contributions. It was agreed that the scale of contributions for Member Associations should remain unchanged at US\$ 0.50 per individual member per annum.

#### Other financial questions

27.1 The Council decided that the Agreement concluded between FAFICS and AAFI/AFICS, Geneva, concerning secretarial and other services rendered by the latter Association to the Federation, should be extended until further notice.

27.2 The Council expressed its great appreciation to the Treasurer of the Federation for the excellent presentation of the financial papers and for all the work accomplished over the past year.

#### Election of Officers (Agenda item 16)

28.1 The Council unanimously elected the following Officers:

Chairman: Mrs. M. Bruce (AFICS, New York)

Vice-Chairmen: Mr. A. Chakour (CAF/UNESCO, Paris)  
Mr. S. Grabe (AAFI/AFICS, Geneva)  
Mr. P. Montanaro (FFOA, Rome)

Secretary: Miss A. Butler (AAFI/AFICS, Geneva)

Treasurer: Miss E. Vanbraecken (AAFI/AFICS, Geneva).

28.2 The Council unanimously expressed its appreciation of the work done during the past year by the Chairman and the Secretary towards maintaining and furthering the objectives and activities of the Federation.

#### Date and place of the Fifteenth Session of the Council (Agenda item 17)

29. It was noted that it was not possible at the present time to determine the date and place of the next session of the Council, but assumed that there would have to be a session shortly prior to the 1987 session of the UNJSPB. This did not preclude the holding of another session, or of a meeting of the Officers of the Federation, at some time during the intervening months, should the need arise.

#### Any Other Business (Agenda item 18)

30. It was agreed that the Chairman would invite Mr. Aamir Ali, in his capacity as former chairman of the UNJSPB, to meet with the FAFICS delegation to the Board during its present session.

31. The Council agreed to take up with the Secretary of the Fund the question of extending the supplementary benefit provided for in Rule F.11 of the Pension Adjustment System (JSPB/G.12). Under this rule, beneficiaries who were 75 years or over on 1 January 1982, and whose retirement or disability benefit on that date was below 50% of the then net base salary of a staff member at grade P.1 step 1, would be entitled to a 13th monthly payment every year. The Council considered that this supplementary benefit should be extended to all who have reached 75 by 1 January each year.

## FEDERATION OF ASSOCIATIONS OF FORMER INTERNATIONAL CIVIL SERVANTS

Fourteenth Session of the Council, Fredensborg, 5-9 June 1986

## Agenda

<u>Item No.</u>	<u>Relevant paper</u>
1. Election of the Chairman of the Session	
2. Adoption of Agenda.....	D.1
3. Report of the Chairman of the Council	
4. Reports of the appointed representatives of FAFICS to various bodies and meetings:	
(1) Meetings of the UNJSPB and associated bodies:	
-- 34th Session of the UNJSPB (ICAO, Montreal, 29 July - 9 August 1985)	
-- 163rd Session of the Standing Committee of the UNJSPB (ICAO, Montreal, 9.8.85)	
-- 164th Session of the Standing Committee of the UNJSPB (UN, New York, 28-30 January 1986)	
(2) Other meetings:	
-- 16th General Assembly of the Conference of Non-Governmental Organizations in Consultative Status with the United Nations Economic and Social Council (CONGO).....	D.4
5. Pension questions	
(1) Discussion on the items in the draft agenda of the 35th Session of the 35th Session of the UN Joint Staff Pension Board, including issues arising out of demands for repayment to the Fund of monies already received by beneficiaries	
(2) Exchange of information on appeals concerning pension benefits	
(3) Cost-of-living adjustments for pensioners	
(4) Operation of the dual track system	
(5) Questions relating to survivor benefits, including problems arising out of change of residence	
6. After-service health insurance	
7. Other social questions (e.g. pre-retirement courses; problems of ageing)	
8. Taxation of pensions: preliminary discussion	

9. Representation of FAFICS at various meetings (UNJSPB; ICSC)
10. FAFICS activities as a Non-Governmental Organisation (NGO) in consultative status with ECOSOC
11. Information activities within the Federation:
  - FAFICS information pamphlet
12. Progress in the representation of pensioners on bodies taking decisions relevant to pensioners
13. Activities of the Federation: programme 1986/87
14. Co-ordination with representatives of active staff
15. Financial matters:
  - Approval of the accounts for 1985, and auditors' report ..... D.2
  - Approval of the budget for 1987 ..... D.3
  - Scale of contributions for Member Associations for 1986/87
16. Election of Officers
17. Date and place of the Fifteenth Session of the Council of FAFICS
18. Any other business

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