

FAFICS Bureau Meeting held on 26 March 2026 and continued on 2 April 2026

Final minutes

In attendance: Jerry Barton (President), Clemens Adams, Adriana Gomez Saguez, Juan Casas Zamora, Nancy Hurtz-Soyka, Suzanne Bishopric, Jayantilal Karia, Abdou Khadre Diakhate, Marashetty Seenappa (on April 2) Delia Barcelona (Secretary), Deborah Landey (Rapporteur), Romesh Muttukumaru (Treasurer)

Absent: Marashetty Seenappa on 26 March

Decisions/Actions taken

The President

- Requested Jay and Debbie to prepare the draft letter to be sent to Catherine Pollard, Chair of the HLCM.
- Will review the key functions description for the Plan Review Group position prepared by the Succession Planning Working Group.
- Will review the candidates for the FAFICS representatives/alternates on the Plan Review Group proposed by the Succession Planning Working Group and consult the Bureau.
- Will create a technical support team possibly within the Standing Committee on Pension Issues to support the FAFICS representatives on the Plan Review Group, to possibly include some individuals serving in key Pension Board subsidiary bodies such as the FSALM Committee, the candidates who had applied for Gerhard's position who were not selected, and colleagues from the Expertise Pool.
- Will expand the Standing Committee on Pension Issues.
- Will send out the Council invitation, the draft of which had been shared with the Bureau, in the coming week.
- Will send out the call for nominations for the positions being vacated in 2026 as well as a note regarding the Election Administrative Procedures.
- If the President is called out of a Bureau meeting, the Vice-Presidents will decide who among them should lead the meeting.

The Secretary

- Will ensure future Bureau meeting agendas allot an indicative time for each agenda item.

The Treasurer

- Approved the budget of \$2,000 to complete the work on the health insurance survey.
- Will present the Financial Statements and the 2025 Audit Report at the next meeting.
- Will make available funding for only two Associations to participate in the Council meeting due to current budget constraints.

Bureau Working Group on Election Administrative Procedures

- Will propose candidates for the Election Monitoring Group (EMG).

The Council Working Group on Succession Planning

- Will provide to the President, no later than 16 April, candidates for the FAFICS representatives/alternates on the Plan Review Group Plan Review Group.
- Will meet with Standing Committee Chairs in April.
- Will identify items in its final report to Council requiring Council approval.

Standing Committee on After-Service Health Insurance and Long-Term Care (ASHIL)

- Will send the JIU report to the Standing Committee on Communications highlighting links to the summaries within the report on various issues.
- Will provide some talking points for the President's participation in a Cigna round table marketing event on 29 April.

Standing Committee on Communications

- Will post the JIU report on health insurance issues on the website.
- Chair will complete Standing Committee Chair job description

Standing Committee on Membership

- Chair will complete Standing Committee Chair job description.

Standing Committee on Pension Issues

- Chair will complete Standing Committee Chair job description.

Bureau Members

- Will propose names of potential candidates for the Presiding Officer for the next Council.
- A Bureau group consisting of Romesh, Delia, Adriana, Clemens and Tony, for the website item only, will prepare the revised budget for 2026 and projected interim budget for 2027.

Agenda item 1: Adoption of the Agenda

1.The draft Minutes of the Bureau meeting held on 19 February had been adopted. An email circulating them had been sent on 25 February and the comments received before the deadline of 6 March had been incorporated.

Agenda item 2: Decisions/Actions from 19 February meeting

2.The decisions of the 19 February meeting are attached in the annex. The President indicated he would not go into these in detail.

Agenda item 3: Updates from the President

3.The President reported on the February meeting of the Pension Board. It had essentially focused on administrative issues. While the report of the meeting is not yet out, a statement about the meeting has been posted on the Pension Fund website. The President advised that with respect to the upcoming review of the pension system, it was confirmed the process will be managed within the Pension Board. A Focus Group has been established to prepare Terms of Reference for a Plan Review Group for presentation to the April Pension Board meeting. The Staff Unions, observers in the Pension Board, made a statement indicating they would wish to be involved in the pension review process. The Pension Board took note of their statement.

4.The President had participated in a round table meeting at the FICSA Council meeting in Brindisi on 23 February. Ann Van Hulle had ably represented FAFICS in the FICSA Standing Committee on Social Security/Occupational Health and Safety (SOCSEC). The new President of FICSA, Imed Zabaar, from the IAEA, is a former President of the IAEA Staff Association and Chair of the Pension Board Participants Group. The Presidents of CCISUA and UNISERV attended and, together with FICSA, presented a joint statement indicating they are working together on staffing and pension issues. The Chair of the ICSC also attended the meeting and gave a positive statement recognizing staff concerns and expressing support for staff. While concern was expressed about staff reductions and cost cutting going on across the UN system, the overall mood was not entirely negative. There were discussions about support for staff including health and psychological support. A report prepared by Ann Van Hulle on the FAFICS participation in the FICSA meeting, including photographs, has already been uploaded on the FAFICS website.

5.The President had attended the Executive Committee meetings of AAFI-AFICS-Geneva on 17 March, BAFUNCS-UK on 19 March and the AAFU-AFUS-Paris Meeting of Officers in Paris on 20 March. A similar video version of his statement to those meetings had also been sent to AFICS-Chile and AFICS-Panama for their respective annual meetings. His statement had covered three topics: (1) the upcoming pension review process over the next three years, in which FAFICS is fully involved, which is looking for cost savings for member states in the present system and looking for options for a different system or a hybrid of both; (2) the upcoming FAFICS Council, including the elections for President, Vice-Presidents and Treasurer and the appointment of the Standing Committee Chair on Pension Issues; and (3) the ongoing changes in the UN and what these mean for retirees. The President advised that retirees could participate in entities like the recently created UN Advocacy Community and other such entities such as the Center on International Cooperation at New York University, which has a blog, where former international civil servants can speak about the value of the work of the UN. The President had received positive feedback about his participation in the meetings, his statement

and had received a return invitation to Paris on 21 May. Regarding elections, AAFI-AFICS-Geneva hopes to be nominating a candidate for the position of Treasurer.

6.The President also briefed that Delia had been to Geneva to work on the organization of the FAFICS office. She had done a superb job, emptying 35 boxes (with 8 more remaining) including those that were shipped from AFICS/NY.

Agenda item 4: Standing Committee Updates

Standing Committee on Pension Issues

7.The President and the Chair of the Standing Committee on Pension Issues, Suzanne Bishopric, provided the update.

8.The President advised that the appointment of Robert Van der Zee as the Representative of the Secretary-General (RSG) for the investment of the United Nations Joint Staff Pension Fund Assets had been confirmed.

9.The President indicated that the February Pension Board had confirmed it will establish a Plan Review Group to manage the pension review process. To that end it had created a Focus Group to prepare the Terms of Reference for the Plan Review Group to be approved by the April meeting of the Pension Board, to include the composition and estimated financial requirements for the Plan Review Group, what it will be looking for as mandated by the General Assembly. The Focus Group has been meeting every week since the Pension Board meeting in February. The two FAFICS representatives on the Focus Group are Gerhard Schramek and Jerry Barton. One issue under discussion is the composition of the Plan Review Group with some suggesting two members and two alternates from each constituent group and others suggesting two members and no alternates from each constituent group, with Gerhard and Jerry supporting the latter model which has been successful in the past. Consensus on this issue is needed. There will be outreach to multiple actors by the Plan Review Group, including the consulting actuaries, the ICSC, the Pension Administration on legal issues and costing. The final report has to be ready by July 2028 and will likely be prepared by a smaller group.

10.Regarding the FAFICS representatives on the Plan Review Group, the President had approached Gerhard to be one of the FAFICS representatives and he had accepted. He has been on three Plan Review Groups already. For the second position, it had been suggested to the President that he be the second representative as the President of FAFICS and as he knows the people involved. The FAFICS representatives to the Plan Review Group will need to be announced at the April meeting of the Pension Board. The President acknowledged this was not succession planning but rather continuing the FAFICS representation in the Focus Group into the Plan Review Group.

11.There will be a lot of individual items to be looked at. For example, one government had raised the issue of the level of the employer contribution of 16% being too high. Options here

might include increasing the percentages contributed by staff which would have no impact on the final benefits and sustainability of the pension system. Another item to be looked at will be the two-track system.

12. In the discussion that followed, it was said that in addition to good technical knowledge, the ability to work in teams and advocacy skills would be necessary for the FAFICS representatives on the Plan Review Group. The Bureau was reminded that Jay Pozenel had been suggested for the second position at the last Bureau meeting. One of the advantages of his participation, over and above his knowledge on pension issues, is his legal background on issues such as acquired rights and that he is in New York with access to members of the General Assembly and ongoing discussions. It was also said in this context that, as needed, the legal advice of Cristiano Papile, Chief, Legal Office, in the Pension Fund would be sought.

13. A suggestion was made that FAFICS argue for alternates in the Plan Review Group and in that context, Jay Pozenel could be one of them. It was said it would be helpful for the alternates to be able to listen in to the deliberations of the Group and be able to provide advice to the FAFICS representatives. Another idea, that had been raised at the 19 February Bureau meeting, was for the creation of a small technical support team to the FAFICS representatives on the Plan Review Group, made up possibly of some of the FAFICS representatives serving in key Pension Board subsidiary bodies such as the FSALM Committee, the candidates who had applied for Gerhard's position who were not selected, and others who might be in the Expertise Pool. It was also said this could be a sub-group of the Standing Committee on Pension Issues. This would also be a good way to continue to build knowledge and capacity. It was said there is a need to focus on building a good cadre of people on the complex array of pension issues. This is an opportunity to identify and include them. The Council Working Group on Succession Planning will provide the names it had shortlisted for the second position on the Plan Review Group from the Expertise Pool to the President. Thirteen names had been identified with seven the Group felt could be reviewed further. It was also again said the Standing Committee on Pension Issues needs to be expanded.

14. As the Plan Review Group does its work, care has to be taken in terms of confidentiality. Discussing matters with members of the FAFICS Pension Board delegation will be possible as members have signed the Pension Board confidentiality agreements. For those who might be included in a technical support group, who have not signed confidentiality agreements, such agreements could be signed with the President and if broken then those individuals would no longer be able to participate.

15. A question was raised as to what the basic positions are of the different groups. It was explained that the motivation for the review had come from some member states. The key will be for the Plan Review Group to conduct a complete review and look at all the possible options. There is no push for a defined contribution system at this point. One issue is that the General Assembly did specify the need for accrued rights to be respected. There is a discussion around

the issue of accrued rights versus acquired rights with accrued rights being interpreted as earned in service and acquired rights as being granted.

16. Another issue discussed was the variety of contracts now in use across the UN system some of which do not include participation in the Fund. What are the legal rights of such contract holders and what is the impact of their non-participation on the Fund. It was mentioned that those on contracts without access to the Fund do have other investment opportunities for their resources. Sixty per cent of those now being let go are taking a withdrawal settlement, which means less drawdown on the Fund. It was also said that the pension system was designed for long-term careers and that these might not be available going forward. The actuaries will need to look at the impact of all these issues on the Fund. There was also a question of perhaps adjusting investment return prospects. While the Fund has grown, there has been underperformance against benchmarks. Return prospects may need to be adjusted to allow for this underperformance. This is now a material issue to be considered in the next actuarial study.

Standing Committee on After-Service Health Insurance and Long-Term Care (ASHIL)

17. The Chair of the Standing Committee, Jay Karia, provided the update.

18. The deadline for the health insurance survey had been extended. So far 2,200 responses have been received which is a good number. Three reminders were sent out which was helpful for mobilizing responses. Some Associations had started a survey before the FAFICS survey went out. So, there is a reconciliation of the responses that has to be undertaken. The Standing Committee has prepared Terms of Reference for a technical expert to support the analysis of the survey results. The Committee is confident the survey results will show what is working and the challenges being faced. The Committee had submitted a paper on the survey including lessons learned from the use of the Google Forms for surveys and with a request for a budget of \$2000 to complete this work. The exercise will be helpful for future exercises of this nature as a couple of people are now trained on using Google Forms for surveys. The Treasurer confirmed approval of the budget of \$2,000.

19. The Chair reported that with regard to collaboration with FICSA, the Standing Committee is now communicating with FICSA focal points on health insurance and that this dialogue needs to be continued and will be helpful to staff.

20. The Chair reported that medical inflation is at 9.3% globally and 9.8% in the US. The three main US plans in use, Cigna, Anthem and Aetna all face high inflation. There are likely to be premium increases. This also represents a challenge for organizations where after service health insurance is unfunded and therefore there will be an impact on organization budgets and reserves for health insurance plans. We will need to try to minimize the impact both in terms of benefits covered by the plans and cost. Even with reduced benefits, increased premiums are likely to be significant. In the US, there is also the issue of in and out of network providers with less

reimbursement for participants using out of network providers. Retiree participation in health insurance committees is key, and it is important for there to be a full analysis of the data on which proposed premium increases are being based.

21. An issue was raised by AFICS-Panama regarding the divergence of coverage provided by the health insurance plans of different UN organizations from which individuals had retired. Panama would like to have a study done on what the different plans are and an analysis of the differences in coverage and cost. In some cases, limits have been lowered and costs increased. This is an area of great concern for retirees and it came up in the focal point meeting. Some staff are being advised to take private insurance as a complement or even instead of UN insurance. One suggestion that had come up was for UN organizations to provide retirees with a lump sum to purchase their own insurance. The Chair of the Standing Committee indicated that retirees should not give up their after-service health insurance. He also reminded that most plans have a mechanism for the consideration of hardship cases and the possibility of reimbursements being made above the established limits if the case is considered medically necessary.

22. It was recalled that the latest JIU report, which is very good, had not recommended one UN health plan as there are differences in health systems and how insurance works in different regions and countries. Rather the emphasis had been placed on the funding of health insurance plans for retirees. The Chair will send the JIU report to the Standing Committee on Communications to be made available on the website highlighting the links to the summaries within the report on various issues.

23. The President indicated he had been invited to participate in a Cigna round table marketing event on 29 April. He asked if the Chair could provide some talking points.

Standing Committee on Communications

24. The Chair of the Standing Committee on Communications, Juan Casas Zamora, provided the update.

25. The Chair reported there had been a meeting of focal points. There was agreement to establish regional focal points within the global focal point network. There will be a global meeting of focal points in June to review the report of the Standing Committee to go to Council. An Action Plan had been established to include the conduct of a quick survey on capacity building topics, the designation of regional leads, the updating of pension and health insurance content on the website, preparation of a Communication Strategy for review by the Council, exploration of the establishment of a FAFICS YouTube channel, and the possibility of holding a Townhall at the Council to cover in particular pension and ASHI issues. The Townhall during the 50th anniversary celebrations at the last Council had been successful. Associations had asked good questions, and it had opened dialogue across the Federation. The issue of the taxation of UN

pensions had come up in the focal point meeting and it was decided the Bureau should be consulted as to how this matter should be discussed within FAFICS.

Meeting adjourned

26. The meeting was adjourned until Thursday 2 April as the President had to leave the meeting unexpectedly. Two suggestions were made; one is that future meeting agendas allot a time for each agenda item and that if the President is called away from a Bureau meeting, a Vice-President be designated to continue and conclude the meeting.

The meeting reconvened on Thursday 2 April

27. The discussion on 26 March on **Agenda item 4**, with specific reference to the FAFICS representatives on the Plan Review, Group was reopened.

28. It was mentioned that a mix of continuity and managed succession and renewal was the model Associations had collectively enshrined in the governance and management practices of FAFICS through the Rules of Procedure. A Council Succession Planning Working Group had been set up, an Interim Report prepared and succession is proposed to be a standing item on the Council agenda.

29. It was said that we need to “walk the talk” when it comes to succession. It was indicated that the organization has greatly benefited from the experience of long-serving colleagues but that it is also very important to create the space for others to contribute, learn, and ensure institutional capacity and memory going forward. The Plan Review Group provides such a space. It was felt this is precisely the type of assignment where new contributors could be brought in. As it is a three-year review, concern was expressed as to what will happen in three years’ time. Will the Federation be looking at the same people because continuity will once again be argued as being critical.

30. It was also recalled that the President had provided a profile for the positions for the Plan Review Group to the Working Group to the Working Group on Succession Planning, which included prior Plan Review Group experience, audit, actuarial, and fund solvency knowledge based on which the Working Group had drawn up a key functions description. The initial idea had been to share this information with Associations and issue a call for candidates. This was subsequently not possible due to Pension Board confidentiality requirements. The President had then asked the Succession Planning Working Group to provide names from the Expertise Pool to add to the list of those the President already had in mind.

31. It was also said that we need to be mindful of fairness, openness and transparency. Transparency is promised all the time, but our actions are falling short of that promise. Real transparency demands visible change, not just rhetoric. Responses from Associations to the Interim Report had also talked about the need for transparency, accountability and good governance. It was said that if we continue to operate in ways that rely on the same people, it could undermine trust and risk alienating and shutting out talented individuals capable of stepping up.

32. It was therefore suggested that the Bureau consider a more inclusive composition for the Plan Review Group with a balanced approach of one member for continuity and one member from the Standing Committee, or the Pension Board delegation or the Expertise Pool. It was felt there is plenty of time for that person to be brought up to speed by the President and Gerhard as to what has transpired in the Focus Group.

33. The President determined that consensus had not been reached on the issue of the candidates for the Plan Review Group. It was decided that the Succession Planning Working Group will resend the key functions description for the Plan Review Group position to the President and suggest names for representatives/alternates for the Plan Review Group. This will have to be done by 16 April for the Bureau to review them and reach consensus before the next meeting of the Pension Board.

Standing Committee on Membership

34. The Chair, Marashetty Seenappa and the Co-Chair, Abdou Khadre Diakhate, provided the update.

35. The Standing Committee had met in March to get updates on progress across regions. There are three tracks of ongoing work: securing new member Associations, reactivating inactive ones, and providing ongoing support to active Associations.

36. In Latin America, Maria Machicado is working to finalize the necessary background documentation for the creation of an Association in Honduras hopefully in time for its admission to FAFICS at the next Council. Maria is also working with retirees in Nicaragua.

37. Regarding Morocco, Abdou continues to support efforts there to create an Association although there is some concern that this may lead to retirees having to pay taxes. This matter is being looked into. Abdou will try to organize a mission to Morocco.

38. It was also reported that there are ongoing discussions with UNFCU about the possible funding of pre-retirement seminars which would include information about UNFCU. UNFCU is seeking to increase its outreach to retirees as they are a significant portion of the UNFCU community. Pre-retirement seminars are an opportunity for UNFCU to present the value of remaining or becoming a UNFCU member in retirement.

39. These seminars could be organized possibly in Somalia, the Republic of Congo, New Delhi, Nepal, Sri Lanka, and Kenya to which other Associations, such as Tanzania which has 82 members and the potential for many other retirees to join, could be invited. The invitation to the seminar will be issued by one or more Associations and the idea is to include those retiring this year or next year. Associations will pay for their own transportation, and possible defrayment of costs will be discussed with UNFCU. A pre-retirement seminar is also being held in Vienna from 3-4 May and in New York from 11-13 May.

Council Working Group on Succession Planning

40. The Interim Report of the Working Group had been sent to all Associations by the President. Seventeen responses from Associations were received. Associations emphasized the importance of this work for good governance, transparency and accountability in FAFICS.

41. There were five main areas of work covered in the Interim Report:

-Job descriptions for leadership positions-now being called key functions descriptions. These were welcomed by Associations as they provide clarity on the jobs, expected qualifications, competencies and time involved. Some felt some adjustments were needed to ensure the jobs were not at such a level that they might deter a broader range of potentially interested individuals. Some modifications are being made. Regarding the key functions descriptions for Standing Committee Chairs, only the description for the Chair of the Standing Committee on ASHIL had been received. It was circulated to the other Standing Committee Chairs with a template to support their preparation of the remaining descriptions. A deadline of 26 April was set for their completion.

-With regard to the Standing Committees, Associations fully agreed they should have a full complement of 8-10 members. The Working Group suggested a meeting with Standing Committee Chairs to see how it can support their work.

-Regarding the Expertise Pool, Associations welcomed the efforts being made to automate and streamline the Expertise Pool and Expertise Pool form.

-On the issue of comparative reviews, these were thought to be useful as they provide transparency in the way positions in FAFICS are filled and support informed decision-making by the President.

-In terms of handover and transition processes, Associations welcomed the effort to ensure a structured handover from outgoing to incoming incumbents. Regarding the handover date for officers, Rule 6.5, provides the Council the flexibility regarding the handover date. The Interim Report had suggested 1 September. Another suggestion made was 1 October. Another Association thought the newly elected officers should assume their functions immediately to get on with the work of the Federation. And yet another thought that the newly elected President needed to attend the meeting of the Pension Board immediately following the Council.

42. On the creation of a Standing Committee on Succession Planning, those Associations that commented specifically on this item felt it would be important to establish such a Committee so that there is sustained focus on this critical area of work for the Federation.

43. The Working Group will be finalizing its work and will ensure its final report is ready by the deadline of mid-to-end May.

44. In the discussion that followed, the President indicated it would be helpful if those items in the final report of the Succession Planning Working Group to Council which require Council approval could be specifically identified. Regarding the attendance by the new President at the Pension Board meeting following the Council, the President had spoken to the Pension Board Secretary who is willing to rapidly accredit the new President as an alternate so the new President can observe the Pension Board meeting following the Council.

Agenda item 5: Secretariat Matters

Financial issues

45. The Audit for 2025 has been concluded and FAFICS received a clean audit opinion. The Financial Statements and the Audit Report will be shared at the next meeting.

46. The contribution letter to UNFCU regarding its annual contribution had been sent and confirmation of their contribution is expected.

47. The Treasurer advised he will be preparing a revised budget for 2026 and a projected interim budget for 2027 for the Council. There will be greater demands on the budget, including support to Standing Committees, and the cost for web maintenance. The development of the website had been charged to the Reserve set up for that purpose, but now web maintenance is a recurring cost to be charged to the regular budget.

48. A small Bureau group consisting of Romesh, Delia, Adriana, Clemens and Tony, for the website item only, will prepare the revised budget for 2026 and projected interim budget for 2027. It was mentioned that a proposal had been prepared for Quattro Medios Digitales to continue its services for another year with regard to both the ongoing updating of the website and ensuring its security for a cost of \$275 a month. It was suggested this during that time the Standing Committee on Communications can continue to look for alternative solutions to manage the website at reduced costs. The President requested that the technology related aspects of any proposal be separated from the content management aspects. The former could be handled by a company and the latter by individuals.

Secretary

49. The Secretary reported on her mission to set up the FAFICS office. The new office is in the basement of Villa Le Bocage in the Palais des Nations and is adjacent to the offices of FICSA and a few other NGOs. She had found the office environment chaotic and messy. She was able to open 35 boxes, with 8 remaining, and organize all the binders on the appropriate shelves. The next task will be to review the content in the binders, ensure all historic and other important materials are identified and retained as appropriate as well as to identify what can be discarded. This latter part of the task is important given the cost of maintaining the space at \$67 per square meter. The document containing the tax exemption for FAFICS has still not been found. The President expressed great gratitude to Delia. She had accomplished a herculean task. A follow up mission will be needed to complete the work. He indicated that FAFICS is not using any IT services in the office. It was also said perhaps there might be other and better space in future that will be available.

50. On the issue of office space, AFICS-NY advised it will soon be moving out of its current space for a temporary period to accommodate the transition team for the next Secretary-General and the President of the General Assembly.

51. The President advised he had been invited to attend the Annual Meetings of AAFU-AFUS Paris on 21 May, AFICS-NY on 29 May as well as a meeting of the Governing Board of AFICS-NY

Agenda item 6: 56th Council preparation

52. The draft Council invitation, which had been shared with the Bureau, will go out in the coming week. The President indicated he may be able to streamline it to make it a bit shorter. It will contain the invitation, annex on logistics and a provisional agenda.

53. Veronique Whalen has confirmed her availability to be the e-ballot operator (or polling officer) who enters the names and emails of designated voters into the system.

54. The call for nominations for positions being vacated in 2026 will go out as well as a note regarding the Election Administrative Procedures. Regarding the call for nominations, the deadline for submission of candidates would be at last four weeks prior to the Council. The Bureau was reminded that the Election Administrative Procedures are working modalities and do not require Council approval. The Bureau Working Group on Election Procedures will provide some suggested names of people who could be members of the three-person Election Monitoring Group (EMG), from Member Associations: one person to have a legal background, another to come from the Succession Planning Working Group, and the third an officer or member of another Association. It was suggested that members of the EMG be present during the Council meeting.

55. On the issue of the funding of travel for Associations to the Council, the Treasurer indicated funding would be made available according to the existing criteria but recommended funding only two Associations this year due to current budget constraints. To be eligible, an Association should not have received any travel subsidy in the last three years.

56. Regarding the Presiding Officer for the Council, the President had asked Georges Kutukdjian, in principle, if he would be available and willing to serve as the Presiding Officer. He is a former President of AAFU-AFUS, served as a FAFICS Vice-President and was Chair of the Standing Committee on ASHIL. He would be available and willing if the FAFICS Bureau was in agreement. There was some support for his nomination, but no consensus, so the President asked Bureau members to come up with additional names for consideration, but not a sitting President of an Association as Presidents should not be taken away from their responsibilities in the meeting.

Agenda item 7: Next Bureau meeting

57. The next meeting will be on 16 April.

Agenda item 8: AOB

58. There was no other business.

Annex: Decisions/Actions taken at the Bureau meeting on 19 February

The President

- Will draft letter to Catherine Pollard, Chair of the HLCCM, to be sent in March, and shared with Bureau members for any inputs they may have.
- Will write to all Associations regarding the candidate he selected to replace Gerhard Schramek on the FAFICS delegation to the Pension Board, outlining the process that had been followed.
- Will select and announce the FAFICS representatives to be on the new Plan Review Group.
- Will consider creating a technical support team within the Standing Committee on Pension Issues to support the FAFICS representatives on the Plan Review Group, to possibly include those serving in key Pension Board subsidiary bodies such as the

FSALM Committee, the candidates who had applied for Gerhard's position who were not selected, and colleagues from Associations with knowledge on pension issues.

- Will ask Associations if they have members with actuarial and other pension-related expertise.
- Will inform all Associations about the voting administrative procedures.
- Will establish the Election Monitoring Group.
- Will send a communication in March to all Associations about the elections and positions up for election.
- Will attend the opening session of the FICSA Council meeting on 23 February.
- Will attend the AAFI-AFICS-Geneva Executive Committee Meeting in Geneva on 17 March.
- Will attend the BAFUNCS Executive Committee Meeting in London at IMO on 19 March.
- Will attend the AAFU-AFUS-Paris Meeting of Officers in Paris on 20 March.
- Will send a video message to the Chile Annual Meeting on 19 March if he is unable to attend virtually
- Will send out the invitation letter to Associations for the 56th Council, to be held from 20-24 July 2026, in March.

The Secretary

- Will update the document listing the FAFICS delegates on the Pension Board, FAFICS representatives to the various Pension Board subsidiary bodies, Committees and Working Groups as well as members of FAFICS Standing Committees and Focal Points.
- Will begin preparing the provisional Agenda for the Council meeting to be sent out in late April.
 - Will create and update an electronic folder with Council documents and translations, as they are issued, with the final folder containing all documents and translations made available just prior to the Council meeting.
 - Will send out the documents for the Council meeting if possible six weeks before the Council meeting. Documents will be sent out as they become available.
- Will liaise with the key person handling UNOV's INDIGO registration of conference delegates, as was done last year.
- Will look into the possibility of digital interpretation support, through UNOV, perhaps using Microsoft Translator, and continue discussions with Deepl. about securing a one-off increase in the number of translations for the Council meeting.

The Treasurer

- Will prepare the draft letter from the President to UNFCU requesting the annual donation to FAFICS.

- Will send the 2025 Financials to the President for his review before forwarding them to the Auditors.
- Will share the final Financial Report and Audit Opinion with the Bureau.

The Council Working Group on Succession Planning

-Will forward to the President the letter the Group has drafted regarding the candidate selected to replace Gerhard Schramek on the Pension Board delegation.

Standing Committees

Standing Committee on Pension Issues

- The Chair of the Standing Committee may be able to visit Belgrade mid-April and could meet with retirees interested in forming an Association in Serbia.
- The Chair of the Standing Committee may be in Panama in mid-March and could possibly attend the meeting of the Panama Association Annual Meeting, which will include a discussion of the General Assembly resolution on pension issues.

Standing Committee on Membership Issues

- The Co-Chair of the Membership Committee may be able to visit Casablanca to meet with retirees with whom he has been working to establish an Association in Morocco.

Standing Committee on After-Service Health Insurance and Long-Term Care (ASHIL)

- The Chair of the Standing Committee on ASHIL will prepare a paper regarding the survey the Committee sent out including lessons learned from the use of the Google Form, including regarding its cost.

Standing Committee on Communications

- The Chair will be issuing the final social media survey report, along with the announcement about convening a meeting of communications focal points towards the end of March.

Bureau Members

- Will submit any documents they are preparing for the Council by mid-May, except for documents related to pension issues, which come later.