

# UNITED NATIONS OFFICE AT GENEVA

## United Nations Staff Mutual Insurance Society against Sickness and Accident

### *Internal Rules*

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# OFFICE OF THE UNITED NATIONS AT GENEVA

UNITED NATIONS STAFF MUTUAL INSURANCE SOCIETY  
AGAINST SICKNESS AND ACCIDENT

## INTERNAL RULES

### Rule I

#### ENTRY INTO FORCE AND SCOPE OF APPLICATION

1. These Rules were drawn up in accordance with article 4 of the Statutes and approved on 9 November 1995 by the Director-General of the Office of the United Nations in Geneva, the French text being the authentic one. The actual text includes amendments applicable until 31 December 2012.

2. The provisions of these rules shall apply, *mutatis mutandis*, to staff members of specialized agencies whose application to the plan has been accepted under the conditions set forth in Chapter III of the Statutes.

## Rule II

### DEFINITIONS

1. For the purpose of these rules:

*The Society, Health insurance plan or the plan*—means the United Nations Staff Mutual Insurance Society against Sickness and Accident, at Geneva;

*Rule*—means one of the provisions of these Internal Rules;

*Secretary*—means the Executive Secretary of the Society;

*Administration*—means the Division of Administration of the United Nations Office at Geneva;

*Coverage*—means insurance coverage under the plan and entitlement to receive benefits as provided for by the Statutes and these Rules;

*Protected person*—means a family member as defined under these rules, or other person as specified under article 6, paragraph 4 of the Statutes;

*Insured person*—means a member of the Society or a protected person covered under the plan;

*Calendar year*—means the period 1 January – 31 December inclusive. Where affiliation takes place during the year, it shall apply to the period elapsing between the date of affiliation and 31 December. In the

event of termination of insurance during the year, it means the period elapsing between 1 January and the date of termination, or between the date of affiliation and that of termination;

*Staff member of the United Nations*—means all officials holding contracts with the United Nations Office at Geneva or the Office of the United Nations High Commissioner for Refugees with the exceptions (save in cases approved by the Society) of field staff recruited locally;

*Specialized agency affiliated to the Society*—means, in accordance with article 6 of the Statutes, any specialized agency at Geneva which has signed an agreement with the Director-General of the United Nations Office at Geneva;

*Organization in the United Nations family*—means primarily United Nations headquarters, the United Nations Office in Vienna, the Economic and Social Commission and the specialized agencies whose headquarters are not located in Geneva;

*Premium*—means the contribution of the official plus the subsidy paid by the Organization.

## Rule III

### MEMBERSHIP

#### *Members in service*

1. A member of the staff of the United Nations or of a specialized agency affiliated to the Society may participate as a member in the main plan of the Society provided that he or she is in possession of:

(a) A permanent or continuing appointment;

(b) A fixed-term or temporary appointment of a duration of three months or more.

2. A member of the staff of the United Nations or of a specialized agency affiliated to the Society in possession of a temporary appointment of a duration of less than three months may participate to the temporary plan of the Society in accordance with the provisions of Annex V to the Internal Rules of the Society.

3. Any person who has been affiliated with the Temporary plan of the Society under the provision of Annex V for an uninterrupted period of three months may become a member with the same medical benefits as members covered by Rules 1. (a) and 1. (b) above. Also, in such case, staff holding a temporary appointment joining the main plan of the Society may request that coverage be extended further to their eligible family members.

#### *Retired members*

4. After-service coverage by a health insurance scheme is available only in the form of continuation of previous membership of the Society or of an insurance scheme of an organization of the United Nations family.

Thus any former staff member may continue to be a member of the Society after separation from service provided that on separation:

(a) He is affiliated to the Society or to a sickness insurance scheme of an organization in the United Nations family and is receiving a disability pension under the Regulations of the United Nations Joint Staff Pension Fund or compensation for disability awarded under appendix D to the Staff Rules; or

(b) He is 55 years of age or older, has been affiliated to the Society or to an insurance scheme of an organization in the United Nations family for at least five years for staff recruited before 1 July 2007, or for a minimum of 10 years for staff recruited on 1 July 2007 or thereafter, and is receiving a periodic retirement or early retirement benefit in accordance with the Regulations of the United Nations Joint Staff Pension Fund.

## Rule IV

### CONDITIONS FOR ADMISSION

1. The staff member must apply for admission in writing, using a special Society form, within 31 days of his entry on duty, or on qualifying for membership of the Society, or during an annual enrolment campaign.

2. A member of the Society (other than a holder of a temporary appointment of less than three months) may obtain coverage by the Society for the following members of his family:

(a) A dependent spouse within the meaning of the Staff Rules;

(b) Unmarried children under the age of 21 years dependent on the staff member within the meaning of the Staff Rules;

(c) Children aged 18 or over in continuing dependency on account of permanent invalidity within the meaning of the Staff Rules or the Regulations of the United Nations Joint Staff Pension Fund;

(d) *Specially protected persons:*

(i) A spouse and unmarried children under age 21 who are not recognized as dependants by the United Nations;

(ii) Unmarried children over 21 and under 30 years of age in full-time attendance at a school or university or not in regular employment or not having a regular income;

(iii) A father, mother, brother or sister who is a secondary dependant within the meaning of the Staff Rules, subject to the benefit limitations listed in annex IV to these Rules.

3. Application for the admission of members of the family of a member of the Society in service may be made:

(a) At the time of application by the staff member for his own admission;

(b) Within 31 days of the arrival of the family members at the staff member's duty station;

(c) Within 31 days of marriage or birth;

(d) At the time of an annual enrolment campaign;

(e) For secondary dependants (father, mother, brother or sister) within 31 days following the date on which their status as secondary dependants is recognized for the first time by the Organization, or during an annual enrolment campaign.

4. The spouse and dependent children<sup>1</sup> of a former official who were affiliated to the Society or to a sickness insurance scheme of an organization in the United Nations family on the date of cessation of service of the staff member may be covered by the Society provided that the former staff member remains or becomes a member of the Society. The spouse and eligible dependent children of a staff member who was recruited on or after 1 July 2007 may be covered by the Society on the date of cessation of service of the staff member, provided that the former staff member remains or becomes a member of the Society and that the spouse and dependent children were enrolled in the Society or in a sickness insurance scheme of an organization in the United Nations family for a minimum of five years or two years if the spouse had coverage with an outside employer or a national government. However, in the case of dependents newly acquired within five years of the staff member's separation of employment, the two and five year participation requirements will not apply provided such dependent(s) is/are enrolled within 30 days of the effective date of the dependent relationship. Specially protected persons as defined in rule IV 2 (d) above may be covered only if they have been affiliated to one of the plans mentioned for at least the previous year.

5. A staff member in service cannot be considered as a dependant of a retired staff member for the purposes of the plan. He or she shall automatically be deemed to be a member.

6. When the application meets the requirements of the plan, the date of admission shall be that on which the application is received by the personnel department of the organization concerned in Geneva. In the case of newly-born children for whom application is made within 31 days of birth, admission shall be effective from the date of birth. In the case of new staff members, an application submitted within 31 days shall be effective from the first day of the contract, except where the staff member requests postponement of admission in order to avoid dual coverage. The staff member must provide written evidence to substantiate such request.

7. Application forms for admission to coverage by the Society will be provided by the Personnel Service at Geneva, or are available from the Secretary of the Society. The responsibility for the making of an application within the terms and under the procedures laid down in these Rules rests with the staff member or

<sup>1</sup> « the spouse and dependent children » as being defined by Rule IV 2. (a), (b) and (c) of the Society's Internal Rules.

other applicant for coverage or continued coverage in the plan. The Secretary will advise the applicant of

acceptance of his application or of the further conditions or provisions to be complied with.

## Rule V

### CONDITIONS FOR EXTENSION OF INSURANCE

1. A member who enters on special leave without pay or is detached to an organization in the United Nations family which is not affiliated to the Society may maintain his or her membership of the Society and continued coverage by the Society of himself and the members of his family with the status of insured persons by informing the Secretary in writing of his wish so to do. The member thus retains all his or her acquired rights vis-à-vis the payment of benefits or the admission of new members.

2. On transfer to a specialized agency affiliated to the Society, the staff member may arrange for continued membership of the Society and continued coverage for the members of his family with the status of insured persons by making an application to that effect to the personnel department of the receiving organization.

3. On separation from service, or on transfer to an organization in the United Nations family, a member may on application maintain coverage by the plan for himself, and, where applicable, for the members of his family as protected persons, for a period not exceeding three months beyond the month of such separation or transfer, provided that he has been a member for six consecutive months.

4. A staff member recruited before 1 July 2007 who on separation from service has been a member for a minimum of five years or a minimum of 10 years for staff recruited on 1 July 2007 or thereafter may extend his coverage in the plan provided that, before the end of the period of the extension, he will receive a periodic benefit payable under the Regulations of the Joint Staff Pension Fund. A minimum of five years' membership gives entitlement to a 12-month extension. Every additional year of membership completed before separation gives entitle-

ment to an additional two months, subject to a maximum of 60 months (corresponding to 29 years' membership).

5. The spouse, unmarried children under age 21 and specially protected persons may continue their coverage by the plan if:

(a) They are survivors of a staff member who died in service of the Organization and was a member of the Society; or

(b) They are survivors of a former staff member who died while still a member of the Society;

provided that they were affiliated to the Society on the date of the death of the staff member and that they are receiving a periodic benefit under the terms of the Regulations of the Joint Staff Pension Fund, or of appendix D to the Staff Rules, or both.

6. Members wishing to extend insurance coverage for themselves or for members of their families must pay the full premium due to the Society. They must inform the Society in writing, giving three months notice. A survivor of the staff member or retired staff member must normally submit an application to the Society in writing within six months.

7. In the event of divorce, the Committee may examine the application of the divorced ex-spouse and continue his or her affiliation as an ex-spouse not dependent on the member, subject to payment of the premium in advance. Insurance coverage may not be continued for more than one year. However, if the divorced member is a pensioner, the Committee may accept the continuation of coverage on a permanent affiliation basic, at the request of the ex spouse. A divorced spouse who becomes a specially protected person may not have new dependants and may not continue his or her affiliation upon remarrying.



## Rule VI

### CONDITIONS OF SEPARATION FROM THE SOCIETY

1. The date of separation from the Society, which determines the end of the period of membership, is taken to be the date of separation from service within the meaning of the Staff Rules or the date on which the conditions laid down in rules IV or V cease to be met (for instance, the date of the thirtieth birthday of the child or the day on which a child marries or obtains regular employment).

2. Members not wishing to continue insurance cover for themselves or the members of their families must inform the Society to that effect in writing giving three month's notice. If insurance cover is interrupted it can only be restored if the Executive Committee considers that

the interruption was decided on in good faith and for valid reasons.

3. A member taking special leave without pay, regardless of duration, who decides not to continue insurance paying the total amount of the premium (rule V.1) cannot claim either reimbursement of expenditure incurred during that period or cumulative credits in respect of that period of leave. Except where the staff member requests otherwise, membership of the Society shall resume immediately on his or her return under the conditions applicable at the time of departure. Credits accumulated under annex III before departure shall be brought forward unchanged at the time of return.

## Rule VII

### PREMIUMS

1. In all cases premiums shall be payable for entire months of the calendar year and are calculated in accordance with the schedule in annex I of these Rules.

2. (a) The contributions of a staff member in service shall be calculated on the basis of net salary.

(b) For purposes of this calculation "net salary" means gross basic salary less staff assessment, plus post adjustment, non-resident's allowance and language allowance where applicable.

(c) In the case of staff members employed part-time, the total amount of the premium to be charged by the Society (i.e. the staff member's contribution plus the subsidy paid by the United Nations) shall be calculated on the basis of the net salary which would be paid to the staff member if he or she was employed full-time; the amount of the subsidy paid by the Organization will be prorated to the time during which the staff member is actually employed.

(d) In cases of continuation of coverage under rule V, the above conditions shall apply to the last net salary of the staff member. For any period exceeding one year the amount shall be indexed annually at a rate fixed by the Executive Committee.

3. In the following cases the full premium (that is, the contribution as calculated in accordance with annex I of these Rules, plus the amount of the subsidy normally paid by the Organization in accordance with article XI of the Statutes) must be paid by the staff member:

(i) For continued coverage during a period of special leave without pay in accordance with rule V.1; where such special leave has been granted following illness or an accident, the premiums shall be calculated on the basis of one third of the net salary of the member on his last day of duty;

(ii) For extended coverage in accordance with rules V.3 and V.4.

4. (a) After separation, a former staff member who wishes to continue membership of the Society as a pensioner shall pay a premium calculated on the basis of all the income paid under the terms of the Regulations of the United Nations Joint Staff Pension Fund, or appendix D of the Staff Rules, or both, taking into account, where appropriate, the lump sum withdrawn on retirement. The minimum contribution is calculated on the basis of a pension corresponding to at least 20 year's service for staff members recruited before the 1<sup>st</sup> July 2007 and 25 years service for staff members recruited on the 1<sup>st</sup> July 2007 or thereafter.

(b) A floor premium is set each year by the Society: but the amount payable by participants with small incomes may be reduced by a proportion decided on by the Executive Committee.

(c) For purposes of calculating the premium payable by survivors, the surviving spouse, a child insured alone, or the eldest child if more than one is insured, will be considered as the head of the family and all other children will be considered as members of the family. Contributions will be calculated for the head of the family at the rate applicable to a member and, for the other dependent children, at the rate applicable to dependants.

5. In all cases the calculation of the contribution for a spouse will depend on his or her status as indicated in the following table page 12.

6. The total amount of the insurance premium is paid jointly by the member and the Organization in accordance with annex I of these Rules. A former staff member who has not been affiliated to a sickness insurance scheme of an organization in the United Nations family for at least 10 years and was recruited before 1 July 2007 must pay the total amount of the premium, including the subsidy payable by the Organization, unless he is receiving an invalidity benefit. When the total period of membership of a former staff member, either as a staff member in service or as an after-service member of the sickness insurance scheme, reaches 10 years, the cost of the premium is borne jointly by the person concerned and the Organization. Staff holding a temporary appointment do not accrue credits towards becoming eligible for After-Service Health Insurance.

7. The contributions of members who are staff members in service shall be deducted from their salaries each month by the Organization. The contributions of retired members shall be deducted at source each month by the United Nations Joint Staff Pension Fund and credited directly to the Society's account.

8. Premiums in respect of insured persons not carried on the Geneva payroll must be paid in advance. Premiums of retirees which are not deducted by the United Nations Joint Staff Pension Fund must be paid in advance and are liable to an additional charge to cover administrative costs. Any delay in the payment of these premiums will suspend entitlement to benefits from the Society. Premiums must be paid in Swiss francs or in United States dollars at a rate specified by the Society. If necessary a member may be requested to pay a provisional premium subject to adjustment at a later date.

9. Contributions in respect of specially protected persons are payable at a flat rate. The Executive Committee shall fix the amount of the contribution for each category

covered, so that the sums collected by the Society in respect of specially protected persons will be sufficient to cover the benefits payable to them, taking into account the

experience gained with regard to the cost of protecting those persons. Current premiums are given in annex I of these Rules.

Situation	Contributing member	Situation of spouse	Calculation of contribution	
			for the member <sup>1</sup>	for the spouse
1	Staff member	Dependant (income less than G1 step 1)	Premium for member with dependant	Included in premium of member
2	Staff member	Not dependant; not staff member	Premium for member in service without dependants	Premium for specially protected person
3	Staff member	Not dependant; staff member of an organization affiliated to the Society	Premium for member in service without dependants	Premium for member in service without dependants
4	Staff member	UNJSPF pensioner recognized by the Society as dependant (income less than G1, step 1 declared by staff member)	Premium for member in service with dependant	Included in premium of member
5	Staff member	UNJSPF pensioner with income (including pension) exceeding G1, step 1	Premium for member in service without dependants	Premium for retired member without dependants
6	Retired staff member	Dependant (income less than G1, step 1 declared by staff member)	Premium for retired member without dependants	Included in premium of member
7	Retired staff member	Not dependant	Premium for retired member without dependants	Premium for specially protected person
8	Retired staff member with income (including pension) of less than G1, step 1	Staff member of an organization affiliated to the Society	The spouse, being in service, becomes the member and pays the premium for a member in service with dependants (situation 4).	The retired staff member becomes the spouse; His or her premium is included in that of the member.
9	Retired staff member with income (including pension) exceeding G1, step 1	Staff member of an organization affiliated to the Society	The retired staff member pays the premium for a retired member without dependants.	The spouse, being in service, stays the member and pays the premium for a member in service without dependants (situation 5).
10	Retired staff member	UNJSPF pensioner with income of less than G1, step 1 declared to the Society	Premium for retired member with dependant	Included in the premium of the member
11	Retired staff member	UNJSPF pensioner with income (including pension) exceeding G1, step 1	Premium for retired member without dependants	Premium for retired member without dependants

<sup>1</sup> If there are recognized dependent children, the amount of the premium is calculated in accordance with annex I.

## Rule VIII

### BENEFITS

1. Benefits under the plan comprise basic benefits and supplementary benefits.

2. The procedures and conditions governing the submission and processing of claims are shown in annex II to these Rules.

3. Schedules showing the benefits payable under the plan and the conditions and limitations applicable thereto are provided in annex III.

4. In general, reimbursement of medical benefits is also subject to the following conditions:

(a) In the event of hospitalization following an accident or of proved urgency, the member must normally notify the Society within three days.

(b) Reimbursement in respect of certain medical benefits specified in annex III is subject to prior authorization by the Medical Adviser of the Society. To obtain that authorization, the member should apply to the Society in writing. Where application has not been made to the Society in advance, the Executive Committee may, on the Medical Adviser's recommendation, authorize payment of the benefits claimed as an exceptional measure, provided it is satisfied that the omission was caused by circumstances beyond the control of the claimant (*force majeure*).

(c) The Executive Committee may, after consultation with the Medical Adviser, limit or refuse reimbursement of bills or accounts deemed excessive or unwarranted. The Society shall establish reasonable thresholds for reimbursement based on the criteria generally applied by insurance companies in the country in which the treatment is provided.

(d) In the event of serious or chronic illness requiring prolonged treatment, the Executive Committee may, after consulting the Medical Adviser of the Society, decide to apply certain provisions of these Rules in a flexible manner.

(e) If a member decides to obtain medical care (for example, hospitalization or a surgical operation) away from the duty station (in the case of a staff member) or the place of residence (in the case of a pensioner) at a place where medical costs are higher than in Geneva, reimbursement shall not exceed the cost of equivalent treatment provided in the canton of Geneva.

#### 5. *Time-limit for submitting claims*

(a) All claims must be made within 12 months after the date on which the bill or account was established. It is the responsibility of the member to see that claims are submitted in due time.

(b) A claimant who cannot submit a claim for refund within a time-limit of 12 months shall notify the Secretary accordingly within that period, stating the reasons.

(c) Where presentation of claims is delayed beyond the prescribed date, the Executive Committee may, in cases of *force majeure* and as an exceptional measure, extend the time-limit.

#### 6. *Basic and supplementary benefits*

(a) Basic benefits are calculated taking into account the date of invoicing of medical acts and the date of processing, in accordance with the reimbursement rules stated in annex II 1. (a) and with the rules set forth in annex III.

(b) In certain cases supplementary benefits are applicable in respect of certain cost items as shown in annex III; they are calculated as follows:

(i) Amount of medical expenditure not reimbursed;

(ii) Less an amount of 2,800 Swiss francs per insured person, with a ceiling of 4,600 Swiss francs per family for each calendar year in which claims are submitted;

(iii) Reimbursement is effected on the basis of 100 per cent of (i)-(ii).

#### 7. *Maximum supplementary benefits*

##### (a) *Maximum credit*

The total amount of supplementary benefits (maximum credit or ceiling) which a member may receive may not exceed 35,000 Swiss francs.

This maximum shall apply separately to each insured person. Each insured person shall be entitled to the maximum credit as from the date of his admission.

##### (b) *Renewal of maximum credit*

The payment of supplementary benefits shall terminate as soon as the maximum of 35,000 Swiss francs is reached. A member who has begun to use or has exhausted his credit (or that of an insured person of his family) of 35,000 Swiss francs may at any time request in writing a new credit in order to restore the credit ceiling to the maximum figure of 35,000 Swiss francs.

The Executive Committee shall make its decision after consultation with the Medical Adviser of the Society. The new maximum credit shall take effect from the date of the Executive Committee's decision granting it.

#### 8. *Limitations, forfeiture, suspension of benefits*

(a) Expenses in respect of the consequences of accidents occurring before the date of affiliation are not covered by the Society.

(b) Any expenditure incurred after the expiry of the period of membership is not covered by the Society. However, if a course of treatment is continuing at the time when membership expires, in conformity with rule VI.1 ., the person concerned will continue to be entitled to reimbursement of expenditure relating exclusively to that course of treatment on the Medical Adviser's recommendation for 90 days following the date of expiry, provided his period of membership of the Society has exceeded 24 months.

(c) In the event that a third party may be deemed either fully or partially liable, the member must inform the Society of the facts relating to the case as soon as possible. If the Society considers that a third party may be held legally liable for an illness or injury giving rise to expenses reimbursable under these Rules, the Executive Committee may invite the member in writing to take all necessary steps to secure compensation from the third party concerned. In such a case, the Society will reimburse any reasonable legal costs payable by the member as a result of such action.

(d) Benefits shall be waived altogether or reduced to take account of recoveries available (i) from the United Nations under the Staff Rules or other provisions; (ii) from a third party who is liable in respect of the illness or accident giving rise to the claim; (iii) from another insurance providing coverage of the illness or accident giving rise to the claim.

(e) If benefits are payable by other sources for the illness or accident, the Society shall reimburse only that part which is not reimbursed by the other source, with respect of expenses normally covered; in no event shall the amount reimbursed, added to the reimbursement obtained from another source, exceed 100 per cent of the total expenses incurred.

(f) Benefits may be reduced in cases of injury deliberately inflicted by the insured person on himself.

(g) No benefits will be paid in respect of:

- Medicines delivered without a prescription;
- Pharmaceutical products not deemed to be reimbursable medicines under the criteria laid down by the competent health authorities in the country in which those products are purchased;
  - Para pharmaceutical products such as dietetic foods and products, mineral waters and medicinal wines, toiletries, hair lotions, skin foods, thermometers, syringes and physiotherapeutic appliances;
  - Aesthetic or similar treatments and surgical operations not considered as indispensable by the Medical Adviser and services normally included in the costs of consultations or visits;
  - Paramedical treatment not considered as indispensable by the Medical Adviser (for example, chiropody, dietetic or energy assessments, fitness and similar programmes);

- Treatments or therapies generally not recognized by the competent health authorities of the country in which they are practiced;

- Accidents caused by rash or hazardous undertakings such as mountain-climbing or caving, or accidents resulting from violent or hazardous sports such as parachuting, gliding, flying, paragliding, rock-climbing, scuba-diving, rafting, canyoning, boxing and martial arts, motorized sports and any other sports engaged in as a licence-holder at a level of competition giving rise to payment or fees.

*(h) Forfeiture and suspension of benefits*

The Executive Committee may decide that a member or an insured person has forfeited all or part of his entitlement to benefits from the Society, or that such entitlement shall be wholly or partially suspended;

- If an insured person fails to comply with the provisions of these Statutes and Internal Rules;

- If it is established that the person concerned has attempted fraudulently to obtain benefits to which he or she was not entitled;

- If a member or one of the persons protected by the Society refuses to undergo a medical examination prescribed by the Committee or by the Medical Adviser;

- If the member is late in paying the premiums due after separation from service.

## Rule IX

### ADMINISTRATION AND APPEALS

#### ADMINISTRATION

1. As provided in the Statutes, the Secretary of the Society shall carry out such duties as are required by the Statutes and Internal Rules, and as may be further directed by the Executive Committee and the Director General of the United Nations Office at Geneva. He shall be responsible for the day-to-day management of the Society. All applications, communications, requests for information, complaints or suggestions concerning the functioning of the Society shall be directed to the Secretary, who in his disposition of these items shall take into account any instructions and guidelines he may have received from the Executive Committee.

2. Taking into account any guidelines given by the Executive Committee, the Secretary shall make appropriate arrangements with the Administration regarding such services as may be required for the operation of the plan, including the payment of claims. The costs of implementing these Internal Rules shall be borne by the Society in accordance with article 14 of the Statutes.

3. During its examination of the annual report, or, if necessary, in the course of a year, the Executive Committee shall study the need to adjust the ceilings.

#### APPEAL PROCEDURES

4. Should a member contest the amount of a payment, he shall have the right to submit his claim to the Secretary within one year from the date of issue of the reimbursement advice. In cases of doubt, the Secretary

may submit the matter to the Executive Committee for determination.

5. Should a member contest a decision taken by the Executive Secretary or the Medical Adviser, he must submit his complaint to the Executive Committee for determination. Complaints must be submitted within six months of the date at which the contested amount or decision was notified to the member.

6. In the event of a medical dispute, the member or the Executive Committee may request the nomination of a Medical Review Committee consisting of the Medical Adviser, a doctor designated by the member and a third doctor designated by the first two. The third doctor's fees shall be borne equally by the insured person and by the Society. The parties shall be bound by the conclusions of that Medical Review Committee.

7. Complaints made against any decision of an administrative nature taken by the Society's Executive Committee may be addressed to the Director-General of the United Nations at Geneva within 30 days of the date at which the decision was notified in writing. The dispute shall be submitted to an Arbitration Committee composed of two arbitrators, one to be appointed by the member and the other either by the Director-General or, in the case of a specialized agency affiliated to the Society, by the Executive in charge of the affiliated agency. The arbitrators shall appoint a third person as Chair. The decision of the duly constituted Arbitration Committee shall be final and binding upon the two parties.

**ANNEX I**  
**SCALE OF CONTRIBUTIONS**

Subject to the provisions of rule V of these Rules, the rates of contribution are as follows:

<b>Category of person insured</b>	<b>From 1 February 2013</b>	
	<b>Payable by the insured person</b>	<b>Payable by the organization</b>
Staff member only	2,7%	3,4%
Staff member with one dependant	4,0%	4,0%
Staff member with more than one dependant	4,4%	4,4%
Retired staff member only	2,7%	5,4%
Retired staff member with one dependant	4,0%	8,0%
Retired staff member with more than one dependant	4,4%	8,8%
<i>Specially protected persons</i>		
Non-dependant spouse	CHF 350.-	-
Non-dependant unmarried child under 21 years of age	CHF 130.-	-
Dependent unmarried child from 21 to 24 years of age	CHF 130.-	-
Dependent unmarried child from 25 to 29 years of age	CHF 200.-	-
Father, mother, brother or sister considered as secondary dependents	CHF 500.-	-

<b>Category of person insured</b>	<b>From 1 January 2014</b>	
	<b>Payable by the insured person</b>	<b>Payable by the organization</b>
Staff member only	2,9%	3,4%
Staff member with one dependant	4,2%	4,2%
Staff member with more than one dependant	4,6%	4,6%
Retired staff member only	2,9%	5,8%
Retired staff member with one dependant	4,2%	8,4%
Retired staff member with more than one dependant	4,6%	9,2%



<b>Category of person insured</b>	<b>From 1 January 2015</b>	
	<b>Payable by the insured person</b>	<b>Payable by the organization</b>
Staff member only	3,1%	3,4%
Staff member with one dependant	4,4%	4,4%
Staff member with more than one dependant	4,8%	4,8%
Retired staff member only	3,1%	6,2%
Retired staff member with one dependant	4,4%	8,8%
Retired staff member with more than one dependant	4,8%	9,6%

In 2016, the premium rate for single insured members (staff and retiree) only will be of 3.4% and the subsidy payable by the organization will also be of 3.4%.

## ANNEX II

### PROCEDURES AND CONDITIONS GOVERNING THE SUBMISSION AND PROCESSING OF CLAIMS

#### PAYMENT OF BENEFITS

##### *1. Reimbursement procedure*

(a) Claims will be processed and benefits will be paid by the Financial Resources Management Service of the United Nations Office at Geneva from the funds of the Society. Claims must be sent to the Reimbursement Unit of the Society. Expenditure incurred in currencies other than Swiss Francs will be reimbursed in Swiss francs at the official United Nations exchange rate applicable on the date of processing of the invoice. In the case of a currency subject to wide fluctuation and at the written request of the member, reimbursement will be calculated at the official United Nations exchange rate applicable on the date of payment of the invoice if supporting evidence is attached at the time of submission of the Claim.

(b) In case of death of member, the "nomination of a beneficiary" he had made as a staff member in accordance with the Staff Rules shall be valid for purposes of determining the beneficiaries to whom any benefits due by the Society shall be payable. If the deceased insured person was a member of the family of the member, the benefits due by the Society shall be payable to the member or to the person deemed to be the head of the family for the purposes of the Society.

(c) Benefits shall normally be paid only to the member. In exceptional circumstances they may be paid to the person who actually paid the expenditure in respect of which the claim is made.

(d) The Society, after agreement with the member and a provider of services, may decide to pay the amounts reimbursable directly to the latter. A statement of the amounts paid and of any outstanding amount due to the provider of services shall be sent to the member.

(e) The Society may deduct from any benefit due to a member under these Rules any amount owed to it by that member.

##### *2. Formalities and vouchers to be produced*

###### *(a) Basic benefits*

(i) Claims must be made on a special form and accompanied by originals of bills or accounts made out in the name of the insured person, prior authorizations by the Medical Adviser (if any) and the prescriptions, certificates, estimates and other documents referred to in annex III. Duplicates, reminders or photocopies are not acceptable for reimbursement purposes. No modification, erasure or overwriting is permitted on bills.

(ii) Members must pay the expenses giving entitlement to reimbursement under these rules. The Society may require presentation of documentary evidence that payment has been made.

(iii) Doctors' bills and other bills must state the number and dates of the medical acts performed and their nature (consultations, visits, type of treatment, analysis, number of days of hospitalization, etc.) and their detailed costs.

(iv) Prescriptions duly established must not be older than six months and must be revalidated after the first renewal. Chemists' bills must state the names of the medicines purchased as well as the price and the date or purchase. If renewal of a course of treatment proves necessary, this must be specified on the prescription, with an indication of the treatment or medicine to be renewed, as well as the frequency of dosage and/or the amount.

(v) Dentists' bills must specify the date of beginning and end of treatment, the type of dental treatment and the cost.

(vi) Other bills or accounts must also contain all the particulars necessary to enable reimbursement to be made.

(vii) Medical treatment may be reimbursed only if the person dispensing the services has the right to practice and has been approved by the competent health authorities in the country in which the treatment is provided.

###### *(b) Supplementary benefits*

(i) Claims submitted by members shall be used for the calculation and payment of both basic and supplementary benefits. The classification of benefits shall be effected by the Society

(ii) Supplementary benefits shall be paid automatically when the annual threshold referred to in rule VIII 6 (b) (ii) is reached.

**ANNEX III**  
**MEDICAL BENEFITS**

Expenses incurred in respect of any of the acts listed in the following table, unless otherwise stated and subject to the provisions of rules VIII.4 to VIII.8, shall be reimbursed at the rate of 80 per cent under the basic benefit plan.

Supplementary benefits may be paid in accordance with rules VIII.6 and VIII.7.

Reimbursement is subject to the procedures and conditions set forth in annex II.

For certain medical benefits the prior authorization of the Society in writing must be requested in accordance with rule VIII.4 (b). The member must append that written authorization to his claim. Such authorizations are only valid for a period of six months running from the date on which they are granted.

The Medical Adviser shall determine the categories in which therapeutic treatments not listed in this annex may be classified for purposes of reimbursement.

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<b>1 a) Doctors' fees</b>  <b>b) Outpatient medical fees in a medical establishment</b>	80%	yes	no	
<b>2. Surgical operations</b>  (subject to VIII.4 and VIII.8 of the Internal Rules)  a) Surgeons' and attendants' fees   b) Other expenses relating to surgery (operating theatre, anesthesia, dressings, etc.)	90%	yes	no	
<b>3. Hospitalization in an approved establishment</b>  (subject to VIII.4 of the Internal Rules) including medical care provided by the staff of the establishment and other services normally provided by the establishment  a) Hospitalization in a public ward of a public establishment (6 beds minimum)   b) Comprehensive flat-rate charge for hospitalization including doctors' fees under annex III, items 1 and 2, and charges for treatment and stay (minimum 2-bed ward)	100%	no	no	Reimbursement is normally limited to 30 days per hospitalization. Any extension of the length of stay is subject to approval by the Society's Medical Adviser, who will determine whether the treatment is curative.  Supplement for private room not reimbursable.

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<p><b>3. Hospitalization in an approved establishment (continued)</b></p> <p>c) Hospitalization in a semi-private room in an establishment approved by the competent health authorities of the country concerned</p> <p>d) Hospitalization in a private room in an establishment approved by the competent health authorities of the country concerned</p> <p>e) Hospitalization in an establishment not providing semi-private care, approved by the competent health authorities of the country concerned</p> <p>f) Day hospital at a rate inclusive of all accommodation expenses</p>	<p>90%</p> <p>Up to the maximum amount reimbursed for a semi-private room</p> <p>75%</p> <p>90%</p>	<p>yes</p> <p>Up to the maximum amount reimbursed for a semi-private room</p> <p>no</p> <p>yes</p>	<p>no</p> <p>no</p> <p>no</p> <p>no</p>	
<p><b>4. Post-hospital and/or post-operation convalescence (accommodation, care and treatment):</b></p> <p>a) In a hospital or a semi-hospital establishment</p> <p>b) In a hospital or a semi-hospital establishment for more than 30 days of convalescence for further treatment</p>	<p>80% for a period of up to 30 days</p> <p>80% up to a maximum of CHF 60.- per day</p>	<p>yes</p> <p>no</p>	<p>no</p> <p>yes</p>	<p>Any extension of convalescence under 4, (a) is subject to approval by the Society's Medical Adviser. Supplement for private room not reimbursable.</p>

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<b>5. Long-term hospitalization in an establishment approved by the health authorities of the country concerned</b>	80% for a period of up to 365 days Supplement for private room not reimbursable	no	yes	Hospitalization at home prescribed by a doctor is covered under the same conditions.  Any extension of the period of hospitalization by an additional 180 days is subject to approval by the Medical Adviser, who shall determine whether the treatment is curative or of an indispensable palliative nature.  If this is not the case, the insurance cover will be reduced in stages as follows:  - 80% with a maximum of CHF 180.- for 180 days;  - 80% with a maximum of CHF 120.- for 180 days;  - 80% with a maximum of CHF 60.- per day, for an indefinite period.
<b>6. Medical or paramedical benefits related to a long-stay in a medicalized establishment (including nursing and geriatric care and other services normally provided by the establishment)</b>	100% up to a maximum of CHF 90.- per day	no	yes	
<b>7. Short-term nursing care</b>	80%	no	no	Daily nursing care for a period exceeding 30 days is considered as long-term nursing care.
<b>8. Long-term nursing care at home or in a medical establishment provided by persons not on the staff of the establishment</b>	80% up to a maximum of CHF 60.- per day	no	yes	

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<p><b>9.a) Nursing or home help services required after an illness or an operation when convalescence does not entail hospitalization</b></p> <p><b>b) Long-term home help services</b></p>	<p>80% up to a maximum of 30 days and of CHF 30.- per day</p> <p>80% up to a maximum of CHF 150.- per month</p>	<p>no</p> <p>no</p>	<p>no</p> <p>yes</p>	<p>When prescribed by the attending doctor, specifying the person's health state of dependency.</p>
<p><b>10. Benefits for care in the home (nursing or home health services): assistance with hygiene and mobility</b></p>	<p>Total dependency; maximum 100% of CHF 90.- per day</p> <p>Partial dependency: maximum 50% of CHF 90. per day</p>	<p>no</p>	<p>yes</p>	<p>The Medical Adviser must first approve a detailed medical report indicating the degree of dependency of the person as regards basic activities of daily life (e.g. eating, getting in/ out of bed, continence, washing/bathing, dressing, mobility indoors)</p>
<p><b>11. Spa cures at establishments approved by the health authorities of the country concerned:</b></p> <p>a) Costs of treatment</p> <p>b) Accommodation</p> <p>Not reimbursable: thalassotherapy, slimming and biological cures</p>	<p>80%</p> <p>not reimbursed</p>	<p>no</p> <p>no</p>	<p>yes</p> <p>no</p>	<p>Maximum of three cures over a period of 5 calendar years and of 21 days per stay.</p>

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<p><b>12.a) Detoxication treatments (alcohol, drugs)</b></p> <p>Accommodation and/or treatment</p> <p><b>b) Stop smoking treatments</b></p>	<p>80% max in an establishment approved by the Society and for a period approved in a advance by the Society</p> <p>80% max after approval of the proposed treatment and duration by the Society's Medical Adviser</p>	<p>no</p> <p>no</p>	<p>yes</p> <p>no</p>	<p>Lifetime maximum of three cures or treatments.</p>
<p><b>13. Treatment for obesity based on body mass index (BMI)</b></p> <p>- BMI &gt; 30 : medical treatment and sessions with an approved dietician</p> <p>- BMI &gt; 35 : medical treatment in hospital establishment and treatment costs</p> <p>- BMI &gt; 40 : hospitalization and surgical procedures (if loss of weight &gt; 50 kg, reconstructive surgery may be covered)</p>	<p>80% max. CHF 70.- per session, max. 10 sessions</p> <p>80%</p> <p>As for item 1, 2 and 3</p>	<p>no</p> <p>yes</p> <p>yes</p>	<p>yes</p> <p>yes</p> <p>yes</p>	<p>Upon doctor's prescription and on Medical Advisor's prior authorization and approval of the duration.</p>



Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<p><b>14. Pharmaceutical expenses</b> (subject to VIII.8.g of the Internal Rules)</p> <p>a) Products reimbursed according to the criteria of the competent health authorities of the country concerned</p> <p>b) Recommended vaccinations on doctor's prescription</p> <p>c) Homeopathic products deemed to be reimbursable according to the criteria of the competent health authorities of the country concerned</p> <p>d) Homeopathic and phytotherapeutic products</p> <p>e) Products not reimbursed according to the criteria of the competent health authorities of the country concerned</p>	<p>80%</p> <p>80%</p> <p>80%</p> <p>60% max. CHF 1'000.-/year</p> <p>not reimbursed</p>	<p>no</p> <p>no</p> <p>no</p> <p>no</p>	<p>no</p> <p>no</p> <p>no</p> <p>no</p>	<p>Parapharmaceutical products are reimbursable only on recommendation of Medical Adviser following an accident.</p>
<p><b>15. Medical imagery (X-rays, etc.), laboratory analyses and tests</b></p>	<p>80%</p>	<p>yes</p>	<p>no</p>	

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<p><b>16.a) Injections, radiotherapy and other specialized treatments approved by the Medical Adviser</b></p> <p><b>b) Sessions of lymphatic drainage (in particular further to treatment of cancer)</b></p>	<p>80%</p> <p>80%</p>	<p>yes</p> <p>yes</p>	<p>no</p> <p>yes</p>	
<p><b>17. Functional rehabilitation treatments:</b></p> <p>Physiotherapy, kinesitherapy, chiropractic, osteopathy, etiopathy, occupational therapy (ergotherapy), diathermy, ultrasounds, infrared, hydrotherapy, inhalations, fangothrapy.</p> <p>Acupuncture and mesotherapeutic treatments for functional rehabilitation performed by the treating physician are reimbursed under the same conditions as for functional rehabilitation treatments.</p>	<p>80% max. CHF 70.- per session</p>	<p>yes as from the thirty-first session</p>	<p>no</p>	<p>Doctor's prescription must specify the number of sessions and the actual length of treatment. If this period exceeds six months, the treating physician must reassess the treatment after six months and issue a new prescription.</p>
<p><b>18. Psychiatric treatments :</b> In case patient is hospitalized in a specialized department, prior authorization from the Medical Adviser is not required.</p> <p>a) Psychiatric or medico-psychological examination</p>	<p>80% once per year</p>	<p>yes</p>	<p>yes</p>	<p>Note :</p> <ul style="list-style-type: none"> <li>In the case the insured person is younger than 18 years, there is no limit on the number of treatment sessions.</li> </ul>

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<p><b>18. Psychiatric treatments (continued) :</b></p> <p>b) Psychotherapy:</p> <p>i) Inpatient treatments:</p> <ul style="list-style-type: none"> <li>- Hospital charges</li> <li>- Treatment by staff of the hospital</li> <li>- Treatment by a specialist who is not part of the staff of the hospital</li> </ul> <p>ii) Outpatient treatments or day hospital consultations:</p> <p>Outpatient treatment prescribed and given by a psychiatric doctor or prescribed and provided by an approved psychotherapist:</p> <ul style="list-style-type: none"> <li>- consultations by a psychiatrist (max. 6 visits per year)</li> <li>- for psychotherapy (max. 50 sessions per year)</li> </ul> <p>c) Sleeping cures in an establishment with agreement of UNSMIS</p> <p>d) Day hospital accommodation charges</p>	<p>Same as item 3</p> <p>80%</p> <p>80% max. CHF 110.- per session</p> <p>80% Max. 6 visits per year</p> <p>80% CHF 110.- per session</p> <p>80% (time limit)</p> <p>not reimbursed</p>	<p>yes</p> <p>yes</p> <p>no</p> <p>no</p> <p>no</p> <p>no</p>	<p>yes</p> <p>yes</p> <p>yes as from the sixteenth session</p> <p>no</p> <p>yes as from the sixteenth session</p> <p>yes</p>	<ul style="list-style-type: none"> <li>• In the case the insured person is older than 18 years, the maximum number of sessions mentioned may be waived if the seriousness of the case so justifies, on the recommendation of the Medical Adviser.</li> </ul> <p>A prescription from a medical doctor is required for a treatment done by an approved psychotherapist</p>

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<b>19. Logopaedics, speech therapy and/or psychomotor treatments unrelated to learning difficulties</b>	80% max CHF 80.- per session	no	yes	Submission to the Society of an assessment by an approved logopaedist or speech therapist on the basis of a doctor prescription.
<b>20.a) Prosthetic appliances (other than dental)</b>  <b>b) Made-to-measure orthopedic arch supports with medical prescription</b>  <b>c) Lumbar support belts, neck braces (minerva jackets) joint support appliances with medical prescription</b>  <b>d) Manual wheel chair with medical prescription and estimate</b>	80% of the accepted cost estimate accepted by the Executive Committee for consultation with the Medical Adviser  80% max. CHF 200.- max. one pair every year  80% max. CHF 300.- per item  80% max CHF 3'500.-	no  no  no  no	yes  no  no  no	Heal and sole fittings purchases in pharmacy or specialized store are not reimbursable.
<b>21.a) Hearing aids, excluding replacement in case of loss or breakage</b>  The use of the device must be certified as necessary by an otologist and the prescription must be accompanied by an audiogram.	80% of the accepted cost estimate max. CHF 2'600.- per hearing aid/per ear, max. one appliance every 5 years	no	yes	The use of the device must be certified as necessary by an otologist and the prescription must be accompanied by an audiogram.

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<p><b>21.b) Breathing device (nCPAP)</b></p> <ul style="list-style-type: none"> <li>- Initial trial period</li> <li>- Purchase</li> </ul>	<p>80% max. 6 months</p> <p>80% max. CHF 2'800.- every 5 years</p>	<p>no</p> <p>no</p>	<p>yes</p> <p>yes</p>	<p>Maintenance costs of the equipment may be reimbursed but are deducted from the 5 year overall credit.</p>
<p><b>22. Optical care</b></p> <p>a) Corrective eyeglasses (including contact lenses, bifocal or trifocal lenses or progressive lenses or any other corrective lens) provided that they are certified as necessary by an oculist, ophtalmologist, optician or optometrist. The prescription must indicate the corrective value in dioptries.</p> <p>b) Frames for corrective eyeglasses</p> <p>c) Refractive surgery of the cornea (laser surgery)</p>	<p>80% max. CHF 450.-/year cumulative over two calendar years</p> <p>80% max. CHF 75.-/year cumulative over two calendar years</p> <p>80% max. CHF 2'000.-/eye in the lifespan</p>	<p>no</p> <p>no</p> <p>no</p>	<p>no</p> <p>no</p> <p>yes</p>	<p>In case of new membership, the reimbursement maximum is in proportion to the number of months of coverage.</p> <p>Contact lenses bought over Internet are only reimbursed if bought over a site of the country of residence or of work of the member.</p> <p>Refractive surgery for presbytia is not reimbursable.</p>
<p><b>23. Odonto-stomatological treatment (dental treatment) and laboratory charges for dentures, prosthetic dental fees and radiology/radiography fees</b></p>	<p>80% max. CHF 2'500.-/year cumulative over two calendar years</p>	<p>no</p>	<p>no</p>	<p>In case of new membership, the reimbursement maximum is in proportion to the number of months of coverage.</p>

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<b>24. Orthodontic treatment, including the cost of the apparatus</b>	80% up to the maximum of dental credits (item 23)	no	no	
<b>25. Maxillo-facial surgery in the event of hospitalization</b> Reparative maxillo-facial surgical operations listed below performed by specialized maxillo-facial surgeons are reimbursed by UNSMIS with the prior approval of the Medical Adviser: <ul style="list-style-type: none"> <li>- cranio-facial malformation</li> <li>- facial fissures</li> <li>- orthogathics</li> <li>- bone grafts</li> <li>- temporo-mandibular articulation</li> </ul>	90%	yes	yes	
<b>26. Maternity (exclusion of maternity costs for children from 21 to 29 years of age)</b> <ul style="list-style-type: none"> <li>a) During pregnancy: coverage of all tests and ultrasound scans</li> <li>b) Preparation for the delivery</li> <li>c) Obstetrician or midwife's fees and nursing fees</li> </ul>	80%  80% max. CHF 200.-  80%	yes  no  yes	no  no  no	Maternity costs for children from 21 to 29 years of age are not covered.  Costs for new born child not enrolled are not covered.

Benefits	Conditions of reimbursement	Application of supplementary plan	Prior authorization	Other conditions
<p><b>26. Maternity (continued)</b></p> <p>d) Surgical operation (caesarian)</p> <p>e) Stay in a clinic or hospital</p> <p>f) After the delivery, coverage of 3 sessions or visits by a midwife or nurse if the length of stay in the medicalized establishment was not greater than 6 days</p>	<p>90%</p> <p>Same conditions as for item 3</p> <p>80%</p>	<p>yes</p> <p>yes</p> <p>yes</p>	<p>no</p> <p>no</p> <p>no</p>	
<p><b>27. Infertility treatment</b></p> <p>The costs covered by the total credit include all care relating to infertility treatment, such as : medical procedures, consultations and examinations, including egg retrieval and embryo transfer, laboratory tests and fees, including fees for sperm preparation, hatching, micro-injection, embryo transfer, ICSI, freezing and cryopreservation, biologist's fees, scans, nursing care and services, operating fees, theatre charges, post-op, outpatient day care, materials and anaesthesia, medicaments, and other expenses normally associated with such treatment.</p>	<p>80%. max. CHF 20'000.- in the lifespan</p>	<p>no</p>	<p>yes</p>	<p>A coverage form will be provided and has to be submitted with each medical reimbursement claim relating to such treatment.</p>
<p><b>28. Transport</b></p> <p>a) Emergency transport to the nearest place of treatment</p> <p>b) Other transport in an ambulance up to 200 km</p>	<p>80%</p> <p>80%</p>	<p>yes</p> <p>no</p>	<p>no</p> <p>yes</p>	<p>Repatriation costs are not reimbursable. Transportation costs by a private care are not reimbursable.</p>

<b>Benefits</b>	<b>Conditions of reimbursement</b>	<b>Application of supplementary plan</b>	<b>Prior authorization</b>	<b>Other conditions</b>
<p>c) Round trip transport for outpatient treatment to the nearest place where appropriate treatment can be obtained up to a distance of 200 km</p> <p>Expenses for rescue (help and evacuation) not bound to a rash initiative or a dangerous sport. The transport must be made by a means which corresponds to the medical requirements of the case.</p>	<p>80%</p> <p>50% max. CHF 5'000.- per year</p>	<p>no</p> <p>no</p>	<p>yes</p> <p>no</p>	
<p><b>29. Funeral expenses</b></p> <p>As far as they are not paid in full or in part by the Organization</p>	<p>CHF 1'000.-</p>	<p>no</p>	<p>no</p>	



## ANNEX IV

## SPECIALLY PROTECTED PERSONS

Benefits payable in respect of a dependent father, mother, brother or sister, insured in accordance with rule IV of the Internal Rules of the Society, shall be subject to the following procedure:

## BENEFITS

The benefits payable shall include only basic benefits. The supplementary plan shall be applicable. Benefits shall be paid in accordance with the procedure laid down by the Internal Rules of the Society and shall be calculated in the manner specified in annex III of these Rules, except for those benefits which are subject to an exclusion, limitation or waiting period as described below:

*Exclusions:* No benefit shall be paid for the following:

- Medical or paramedical benefits related to a long-term stay in a medicalized establishment or at home (item 6)
- Long-term nursing care (item 8)
- Nursing and home-help charges (item 9)
- Benefits for care in the home (nursing or home health services): assistance with hygiene and mobility (item 10)
- Cures (items 11 and 12)
- Sessions with a dietician (item 13)
- Maxillo-facial operations (item 25).

*Waiting period* (for new affiliates): Expenses incurred for the following items during the first year of coverage shall not be reimbursed:

- Functional rehabilitation treatment (item 17)
- Psychiatric and psychoanalytical treatment (item 18)
- Prosthetic appliances (item 20 (a))
- Hearing aids (item 21)
- Eyeglasses (item 22)
- Dental treatment (item 23 and 24).

*Limitation:* The cost of the following items shall be reimbursed up to the limits shown:

- Psychiatric treatment (item 18)
  - In-patients: 50 sessions per year
  - Out-patients: 35 sessions per year
- Dental treatment (item 23 and 24): CHF 1,000.– per annum, non-cumulative.

*Overall ceiling for reimbursements:* During the first year, the overall amount of benefits paid by the Society shall be subject to a ceiling of CHF 10,000.–. For persons enrolled during the annual enrolment campaign, the overall amount of benefits paid by the Society shall be subject to a ceiling of CHF 10,000.– per year for three calendar years.

## ANNEX V

**PLAN FOR TEMPORARY STAFF WITH CONTRACTS OF A DURATION OF LESS THAN THREE MONTHS**

**CONDITIONS OF ADMISSION TO THE  
TEMPORARY PLAN OF THE SOCIETY AND  
PERIOD OF COVERAGE**

Staff members holding a temporary appointment of a duration of less than three months may seek coverage under the Temporary plan of the Society. Holder of temporary appointments initially of less than three months cannot insure the members of their families.

The period of insurance coverage extends from the first to the last day of the employment contract, inclusive. The member of the Temporary plan cannot retain insurance coverage following the date of expiration of her/his contract, and expenses incurred after that date will not be reimbursed by the Society.

Benefits paid to staff insured under Rule III 2. of the Internal Rules of the Society shall be subject to the following procedure.

**BENEFITS**

Benefits shall be payable only for sickness or accident occurring in the course of employment and shall comprise only basic benefits. The supplementary benefits plan shall not apply. Benefits shall be paid in accordance with the procedure laid down by the Internal Rules of the Society and shall be calculated in the manner specified in annex III of these Rules, except for those benefits which are subject to an exclusion or limitation as prescribed below:

*Exclusions:* No benefit shall be paid for the following:

- Medical or paramedical benefits related to a long-term stay in a medicalized establishment (item 6)
- Long-term nursing care (item 8)
- Nursing and home-help charges (item 9)
- Benefits for care in the home (nursing or home-health services): assistance with hygiene and mobility (item 10)

- Cures (items 11 et 12)
- Treatments for obesity (item 13)
- Psychiatric and psychoanalytical treatment (item 18)
- Prosthetic appliances (item 20)
- Hearing aids and breathing device (item 21)
- Optical care (item 22)
- Dental treatment (item 23 and 24), only emergency treatments approved by the Medical Advisor will be reimbursed at 80% up to a maximum of CHF 500.-
- Maxillo-facial operations (item 25)
- Maternity (item 26)
- Infertility treatment (item 27)
- Transport (item 28)
- Funeral expenses (item 29)

*Overall reimbursement ceiling:* The overall amount of benefits paid by the Society shall be subject to a ceiling of CHF 20,000.- per accident or case of sickness and/or hospitalization.

**EXTENSION OF COVERAGE AFTER THREE MONTHS**

Any person who has been affiliated for an uninterrupted period of three months under the Temporary plan of the Society becomes eligible for joining the main plan of the Society with the same medical benefits as members holding permanent, continuing, fixed-term and temporary contracts of more than three months. In case a holder of a temporary contract is extended for a cumulative duration of three months or more, the staff member may also enroll her/his eligible family members in the main plan of the Society, this at the same time she/he enrolls her/himself to the main plan.