

# Former FAO and Other UN Staff Association

Associazione dei Pensionati della FAO e di altre Organizzazioni delle Nazioni Unite



**Newsbrief 97**  
**October 2015**

## FAFICS Council

**Geneva, 27-29 July 20155**

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The Federation of Associations of Former International Civil Servants (FAFICS) Council met at the UN Geneva from 27-29 July. FAFICS promotes and defends the interests of former civil servants, with emphasis on pension and health care issues, by formally representing them at relevant UN fora including the Pension Board as well as at a variety of health care advisory committees.

Key issues on the agenda included pension and medical insurance, and expansion of FAFICS and member associations. At the outset of the session, the Council observed one minute of silence in memory of former colleagues who had passed away and those international civil servants who lost their lives in service to the United Nations over the past year. The Council nominated by acclamation Mr Roger Eggleston, former President, as President Emeritus.

### Pension Issues

The Council reviewed the decisions of the UNJSPB, which exceptionally, had been held the previous week (see separate article on page 3).

Presentations by Ms Carol Boykin, newly appointed Representative of the Secretary General (RSG) for investments, and by Mr Sergio Arvizù, Chief Executive Officer (CEO) of the UNJSPF helped put the debate in perspective.

The Council was informed that the Fund is in good shape with a strongly funded status (91%) with strong staff, portfolio managers and analysts inside IMD. An important objective of the Fund remains to achieve at least on average a 3.5% annualized real rate of return over the long term to ensure sustainability.

For FFOA, the pension presentations represented confirmation of information received in earlier venues, including the FFOA General Assembly in May.

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## A Word from the President on Behalf of Your Executive Committee

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This Newsbrief, in its present and previous formats and information-dissemination utility, has lost one of its founding fathers – Maurice Purnell. In the back of the issue you will find a full obituary on Maurice by his good friend and our Vice-President, Annemarie Waeschle. Nevertheless, I want to pay tribute here to one of the stalwart members of our Executive Committee and Newsbrief editor for nearly two decades. We shall miss him greatly.

In accordance with our Statutes, his post on the Executive Committee will be covered by Ed Seidler, until the end of this year.

Which brings me, of course to our upcoming elections, and to remind you to exercise your democratic rights in the next few months, to install a good band of brothers and sisters to guide your Association over the next three years. See the election details and instructions on how to vote electronically in this issue, and the attached profiles candidates. For those of you who still are not electronically connected, a paper ballot is also enclosed.

This issue leads with a report on the latest meeting of FAFICS, the umbrella organization linking and representing all UN and related pensioners associations worldwide. Key takeaways from the meeting are first that FAFICS welcomed the Pension Board decision not to try to force the Fund administrative structure to also handle system-wide health insurance services. Second, FAFICS is reaching out to the member associations for guidance and assistance in the establishment of new associations for under-represented areas. FFOA has a role to play (and has already provided such assistance in the past).

Finally, have a look at article covering the Pension Board meeting in July; the most reassuring aspect is that our invested funds are doing well, and we can be assured of pension security in our future.

**Alan Prien**  
**President**

### Newsbrief 97 October 2015

Newsbrief, the FFOA official quarterly newsletter, is produced in English and Italian and is distributed free to all members, electronically to those who have internet access, and in print to those who do not. Newsbrief (current and back issues) is also available on the FFOA website: [www.ffoa-web.org](http://www.ffoa-web.org). Suggestions or contributions from members are welcome.

Editor: **S. Dembner**  
Designer: **O. Bolbol**

The cost of printing Newsbrief, as well as other FFOA documents is borne by the World Food Programme, for which the Association is grateful.

(continued from page 1)

### **Memorandum of Understanding.**

A proposed revision to the existing memorandum of understanding establishing administrative and human resource procedures for the UNJSPB within the ambit of the UN overall had created extensive and animated debate over the course of 2015. A decision by the USG/DM Mr Takasu on 10 July announced that no change to the MOU would be implemented at this time. This was noted by the Pension Board and, in turn, by the Council.

### **After-service Health Insurance (ASHI)**

The Council considered three separate reports relating to ASHI and long-term care: Review of after-service health insurance; Report of the FAFICS representatives on the HLCM working group on ASHI; and Report on the Working Group on self-managed health insurance plans.

The Council welcomed the decision by the Pension Board to not support a scenario, developed by the HLCM Finance and Budget Network WG on ASHI, under which the Fund would use its capabilities to carry out ASHI business processes at a system-wide level. It was noted that the UNJSPF infrastructure was very specific to the management of pension benefits and related funds. An attempt to incorporate administration of ASHI benefits into the Fund could jeopardize its operational viability and negatively affect its long-term sustainability.

The Council agreed that eventual changes to health insurance programmes should maintain the same standard of care for staff and retirees alike. Adjustments to cost-sharing formulae must not be to the detriment of retirees. The Federation should ensure its voice is heard widely including writing a message to the Chair of the HLCM drawing attention to a series of specific issues. Finally the Federation regretted the fact that ASHI seemed to continue to be seen as a financial issue. In this regard FAFICS should ensure that there be a clear human resources component throughout the debate.

### **Emergency Fund**

The Council agreed that FAFICS should be more active in support of the UNJSPF Emergency

Fund - disseminating information, assisting members prepare and submit applications, and in coordinating applications in case of natural disasters. Member associations were invited to report on experience with Emergency Fund applications.

### **UNJSPF Appeal Procedures**

The Council recommended a change to appeals procedures to ensure that both management and appellant are equally treated - the current practice of seeing management but not the appellant was considered unfair.

### **Expanding FAFICS and member associations**

The subject of expanding the membership was debated extensively including the establishment of new associations in countries where none exist, and encouraging existing independent associations to join the Federation as well as encouraging retirees, particularly from the general service, to join their local associations. All member associations were urged to include the task of ensuring the growth of FAFICS in their work programmes. All member associations should make efforts to increase their own membership by promoting the inclusion of GS retirees and to seek out all UN retirees in their countries as potential members. An increase in FAFICS members associations from 53 to 58 was noted.

### **Budget for 2016**

The Council approved a 2016 budget on the basis of a contribution rate of 1.50, unchanged from the previous year. Income and expenditure estimates for 2016 are set out USD 27,600, including interest income of USD 300, on the basis of an estimated total membership of 18,200.

### **Appointment of FAFICS representatives to the Pension Board in 2016**

The FAFICS representation to the Pension Board for 2016 was retained unvaried from that for 2015 (it is expected that a FFOA representative will join the delegation in 2017).

## Pension Matters

(Responsible: M. Breschi, A. Prien, G. Eberle, A. Fusco Femiano)

### United Nations Joint Staff Pension Board (UNJSPB)

The UNJSPB met from 20-24 July 2015 in Geneva, Switzerland. At press time for this Newsbrief the official Pension Board report had not yet been released. FFOA will update members with additional information as appropriate when the report is published.

The UNJSPB is administered by the United Nations Joint Staff Pension Board (UNJSPB), a staff pension committee for each member organization and a secretariat to the Pension Board and to each staff pension committee. The Pension Board reports to and formulates recommendations for approval by the United Nations General Assembly. It is composed of 33 members; 11 members represent Governing Bodies, 11 members appointed by the chief administrative officers of the member organizations, and 11 members elected by participants in service. In addition, there are 6 representatives of retirees on the Pension Board.

### Investments

The Board was appraised of the strong financial position of the Fund and that its Funding ratio reached the level of 91% coupled with the steady level of 3.5% of the real rate of return. The Board took note of the very favorable trend in the level of the Fund's investments which went from the USD 27,721 million as of February 2009 to an all time high of USD 54,311 million on 3 July 2014 with a value of USD 52,820 million at the end of 2014.

### Sustainability

The Board took note that demographic and non-demographic trends have financial cost implications affecting long-term sustainability such as improvement in life expectancy, and increase in the cost of the two-track system. In fact, the number of retirees age 90 or older has increased six-fold since the year 2000. Nonetheless, the Fund continues to be in a

strong position. Assuming that the annual 3.5% real rate of return is met, the principal of the Fund would not begin to be utilized for at least another 50 years.

### Actuarial Matters

The Board agreed that the long-term cost of the two-track feature should remain set at 2.1% of pensionable remuneration and that the 3.5% real rate of return used as the assumption for the valuation as at 31 December 2013 should continue to be used for the upcoming actuarial valuation.

### Budget and administrative matters

The Board approved a budget proposal of some USD 189,714,200 for submission to the General Assembly. The regular budget proposal covers administrative costs, investment costs, audit costs and Board expenses. In addition the Board recommended the approval of extra-budgetary resources amounting to USD 164,700 to fund a GS post for supporting work of the ASHI scheme, and an amount not to exceed USD 225,000 for the Emergency Fund.

The Board noted with satisfaction the clean audit opinion by the External Auditor on the Fund's Financial Statements as at 31 December.

### Governance Matters

The Board was appraised of the developments in the HR framework review and recommended proper consultation on internal administrative matters currently governed by the existing MoU. In responding to questions about the MoU, both the RSG and the CEO of the Fund confirmed to the Board that there would be no change to the MoU. Given the highly emotional climate that had evolved around the proposal for a revised MoU, on 10 July, the USG/DM Mr Takasu, promulgated a decision that the current MoU would remain unchanged.

The Pension Board therefore took note that the Fund's Secretariat would work on establishing a revised human resources framework encouraging staff to grow and progress while allowing extension of contracts beyond retirement age for people with essential

specialized expertise also seeking a more flexible application of the mobility requirement for key staff to remain at Headquarters.

The Board also confirmed its negative position with respect to a scenario, developed by the HLCM Finance and Budget Network WG on ASHI under which the Fund would use its capabilities to carry out ASHI business processes at a system-wide level. The Board noted that the Fund's administrative systems were not appropriate for health insurance services, and could be highly detrimental to both pension and health services. The Board requested that the Secretary of the Board continue to focus on this issue with the view to ensuring that the Board's negative position vis-à-vis this proposal is fully reflected in the SG report for the GA.

### **Variations in two-track pensions in the first part of 2015**

With the progressive weakening of the Euro v/s the US Dollar since the beginning of 2015, a number of UN pensioners under the two track (Euro /Dollar) system, have noted increases in the amount of their monthly pension in Euro.

Although their pension on the Euro track remained unchanged they received more Euro because their Dollar entitlement (Dollar track) as converted at the rate of exchange used by the Fund resulted in a higher amount (and up to 10 percent, the system foresees payment of the higher amount).

For pensioners with a capped contribution to BMIP, an increase in the monthly benefit for the reasons above, will result in a higher monthly contribution to the medical plan.

Should the exchange rate Euro/ Dollar strengthen, this windfall benefit would be reduced or disappear without calling for an adjustment.

## **Medical insurance**

(Responsible: E. Seidler, G. Eberle, A. Prien, M. Breschi)

### **Changes to medical insurance cost-sharing on the horizon?**

In meetings of the Joint Administrative Committee on Medical Coverage (JAC/MC)

in July and early September, FAO Management announced that (as part of cost-savings efforts) the Organization was considering alternative cost-sharing arrangements between the FAO and BMIP participants, and a new system of contributions based on a percentage of income.

FFOA proposed use of the FAO Reserve Fund to keep the plans uniformly applied, and to avoid adjustments for the short-term. This would allow the careful study of the proposals from FAO Management, which have far-reaching implications and could result in serious and unintended consequences.

As we go to press, no further information is available. Developments will be communicated to the membership as they arise, either in future issues of Newsbrief, or by a special news flash if appropriate.

## **News from the UN Organizations**

### **WFP**

Continuing conflicts in Syria, Yemen and Iraq have made the region to one of the world's most dangerous and have left millions of people in need of assistance. In spite of extraordinary efforts, neither WFP nor UNHCR have the resources to deal with the crisis. It is estimated that more than four million Syrians are refugees in neighbouring countries and beyond; and more and more are now coming to Europe.

The 70th Session of the UN General Assembly was held from 15 September through 6 October. The WFP Executive Director, Ms Ertharin Cousin, addressed the Assembly at the Summit for the adoption of the post 2015 development agenda on 26 September. Prior to the Summit, the WFP Web site invited visitors to register for "Mobilizing Generation Zero Hunger" to join the discussion on global food and nutrition. This event was organized by FAO, IFAD, WFP and the Office of the Youth Envoy and focuses on how young people can contribute to ending hunger by 2030.

Just before the opening of the UN General Assembly, the Guardian (UK) published (www.

theguardian.com/world/2015) a series of articles looking at the UN – 70 years after, and its 10 vital agencies, and asking, “What’s the best bit of the UN?”. WFP is well positioned just behind UNHCR (No. 1) and the International Criminal Court (No 2); UNICEF is rated No. 4. For WFP, it was concluded, “notwithstanding sometimes well-placed criticism, the reality is that WFP is still the best placed, best resourced global agency for distributing food when disaster strikes”.

## IFAD

On 25 September, IFAD participated with world leaders to launch a landmark new framework that aims to end poverty and ensure dignity for all. The new framework, Transforming Our World: the 2030 Agenda for Sustainable Development, was formally adopted by 193 United Nations Member States. The framework's 17 goals and 169 targets are designed to wipe out poverty, fight inequality and tackle climate change over the next 15 years.

This new sustainable development agenda is the product of three years of negotiations on how best to foster economic growth, social inclusion, and environmental sustainability.

Kanayo F. Nwanze, President of IFAD, applauded the new Sustainable Development Goals (SDGs), noting that the new agenda can be achieved with the help of rural people, who are not only the “beneficiaries” of development but the ones who make it happen.”The key to a sustainable future, free of poverty and hunger, is people,” said Nwanze. “The poor and hungry people who live in rural areas and are dependent on agriculture are also essential to solving some of the world’s most pressing problems.”

Let us hope that this new Agenda can come as close to full achievement as was done with the MDGs.

On more personnel-related notes, we understand that IFAD’s Director of Human Resources, Michael Gehringer, will be retiring shortly. The post of Associate Vice-President in the Financial Operations Department is also vacant. The latest IFAD organization chart is now available online, with photos of Department/ Division heads.

## FAO

FAO and the European Agricultural Machinery Industry Association (CEMA), an international non-profit organization, have forged a new partnership that aims to promote wider use of sustainable agricultural mechanization in developing countries.

Under an agreement signed on 2 October, the two organizations agree to work together to manage and disseminate knowledge on sustainable approaches to agricultural mechanization. They will also jointly develop technical programmes to support innovation in mechanization and facilitate the implementation of sustainable initiatives at the field level. The initial focus of the FAO-CEMA partnership will be on capacity building activities in Africa, where human muscle remains the most important power source for smallholder farmers.

FAO’s most comprehensive forest review to date, The Global Forest Resources Assessment 2015, was presented at the World Forestry Congress in Durban, South Africa in September. The report notes that world’s forests continue to shrink as populations increase and forest land is converted to agriculture and other uses, but over the past 25 years the rate of net global deforestation has slowed down by more than 50 percent.

An increasing amount of forest areas have come under protection while more countries are improving forest management. This is often done through legislation and includes the measuring and monitoring of forest resources and a greater involvement of local communities in planning and in developing policies.

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## News from the Staff Associations

(Responsible: A. Van Arkadie)

Retirees entering any of the UN Agencies in Rome nowadays may instantly sense a sombre atmosphere lurking within. And, just in case you pause to greet a still-working colleague, don’t ask, “How are things going?” You might get an earful. Here are some highlights of recent concerns/ efforts of Rome-based UN Staff Associations.



## AP-in-FAO

AP-in-FAO members have elected Mr. Roberto Bonafede as their President. FFOA takes the opportunity to congratulate him and confirm our interest in collaboration, especially on matters of interest to both active staff and retirees.

AP-in-FAO has urged FAO management to extend MAS to 65 for serving staff from January 2016 as recommended by the ICSC, and has urged FICSA to continue to make every effort to ensure that the above is endorsed by the UN-GA.

## ECSA-IFAD

At IFAD, the working environment appears to be steadily worsening, damaging the growth of mutually resourceful relations with Administration. “We are trying to stop this trend,” said ECSA President Bencivenga, “because – sad to say – staff support and militancy is waning.”

Issues currently tabled for discussion with IFAD Administration include: Performance Management/Award and Recognition Systems (ECSA maintains they are unfair and can lead to a rating that has negative implications on career development for staff, but on the other hand has very little to do with staff performance); and Career Development, which ECSA views as gravely flawed for both Professional and General Service staff.

## UGSS

UGSS is focusing on the new recruitment and selection process for GS staff; the opening of recruitment for GS posts from the external market; and the review of the recently restructured General Service Selection Committee.

UGSS expressed hope that the 31 October deadline for contract extension for temporary GS staff in service with the Organization for more than 55 months would be extended.

## WFP-PSA

WFP-PSA reports on a variety of events, including the recently concluded Annual General Assembly of CCISUA (The Coordinating Committee of International

Staff Unions and Associations), followed by its 22nd session of the Inter-Agency Security Management Network, and, along with UNHCR, the mid-term review of hardship duty stations with temporary classifications to represent the staff perspective in this exercise. WFP-PSA President, Marianne Ward, following her recent election as Vice President for Advocacy and Outreach for the Coordinating Committee of International Staff Unions and Associations (CCISUA), aims to ensure that PSA contributes to shape CCISUA initiatives and thereby influence the outcomes of the decisions taken by the ICSC that will directly affect International Professional Staff.

Encouragingly enough, WFP-PSA elections held last June to fill five vacant posts attracted 14 candidates and a record high voter turnout of 64 percent.

## Social and Recreational Activities

(Responsible: J. Smidt, G. Monciotti, I. Novelli, A. Van Arkadie, A. Fusco Femiano)

Below please find a list of activities enjoyed this summer by some of our members:

July 2015	3 days in Puglia, Matera, Trani, Lecce, Otranto, Grottaglie e Ostuni a 3 day trip to Ponza, Palmarola e Zannone was undertaken twice in July and again in August
August	Day trip to Elba Day trip to the Nature Reserve at Lake Compotosto
September	2 day trip to San Galgano e Volterra
October	Week-end a Matera 3 days at EXPO Milan

Coffee mornings every first Wednesday of the months of June, July and September were well attended by our members. The meeting place is in the FAO Aventino Room, or the FAO Terrace in good weather.

An autumn lunch will be announced shortly by e-mail, as will be details of the annual Christmas party.

## Still having fun – after all those years

By Alida Pompei

It is still possible to have a lot of fun. Many of my retired colleagues, I am sure, will agree with this statement. As for me, I gladly found this to be still true when I recently attended the yearly reunion organized by one of the retired staff from the Investment Centre (DDC/TCI Division) where I worked as long as I can remember. The tradition of a yearly reunion among the Investment Centre retired staff was started by Maurice Fenn at the time of his retirement from the position of Senior Advisor in the early 90's and has continued ever since. The gathering is organized each year by former staff who volunteer to organize in the place where they live. Reunions have been held in England, Italy, France, Germany, Austria, and this year in Budapest. Next year it will be in or near Geneva, and the following year it is planned to be at Oxford.

This year's gathering was attended by over 30 people including ex-staff members and spouses. We were booked into the Marriott Budapest Hotel overlooking the River Danube and a gala dinner opened the event. The magical atmosphere created by the lights of the Buda Citadelle in the backdrop, the good food and excellent wine, and the joy of meeting up again after a long year contributed to reassure everyone of being once more the lucky receiver of a gift generously bestowed by life.

A bus tour had been organized to take us through the majestic city of Budapest with stops at the main monuments and historical places and palaces and at cozy coffee bars for refreshments, which were much needed due to the heat. The pleasure of having dinner all together at a typical Hungarian Restaurant with gipsy violins playing in the background, of cruising on the Danube, not to mention the sharing of excitement and anticipation at breakfast time, reaffirmed everyone's belief that the long years spent working side by side at TCI had left us with a great sense of participation and mutual gratefulness.

## News from the Executive Committee

### Election procedures for the Executive Committee 2016-2018

The three-year term of the present Executive Committee will end in December 2015. There are 13 FFOA members standing for election as members of the Executive Committee 2016-2018:

Breschi, Mr Marco  
De Gaay Fortman, Mr Marius  
Di Giacomo, Ms Maria Augusta  
Fusco Femiano, Mr Annibale  
Monciotti, Mr Gianni  
Pisani, Mr Bruno  
Prien, Mr Alan  
Pucci, Mr Giuliano  
Salvi, Mr Sabatino  
Seidler, Mr Edward  
Shaver, Ms Georgia  
Smidt, Ms Joan  
Van Arkadie, Mr Alex

Their qualifications are set out in document ELECTION/2016-2018/02, provided with this issue of Newsbrief.

### Members with an e-mail address on file with FFOA

Members voting electronically will receive an e-mail message from the electronic voting system (by early November 2015) announcing the opening of elections and instructing you to cast your vote by clicking on the Internet link provided. The link will take you to the ballot page with the list of candidates; you will be requested to place an X against not more than 11 names. When finished, you must click the DONE box at the bottom of the ballot page. The deadline for voting electronically is Monday, 30 November 2015.

### Members with no e-mail address on file with FFOA

For those of you voting in hard copy, along with this issue of Newsbrief, you will have received the candidates' profiles and your ballot. The



ballot should be mailed back to FFOA in the enclosed return envelope, duly sealed. Address: FFOA, Room E-005, FAO, Viale delle Terme di Caracalla, 00153 Rome, Italy. It should arrive no later than Monday, 30 November 2015. You can also hand-carry the envelope to FAO and drop it in the available election box (FFOA is open from 09.30 to 13.00 hours from Monday through Friday).

**YOUR VOTE IS IMPORTANT TO US – IT ENSURES A STRONG ASSOCIATION!**

### **From the Membership Subcommittee**

In Newsbrief 96, we briefly described our efforts to attract new members – as you will have seen from the FAFICS Council article in this issue, membership is an issue across the system.

Of course, the other side of the coin to attracting new members is keeping those we already have. Based on our experience, members are notoriously bad at paying their annual dues without prompting. In fact, this year, we had to threaten to suspend 79 members who had not paid their dues for a full two years!

But the good news is that, when reminded, most members decide to renew their membership. We have already received renewals from 44 of our “forgetful” members, and we hope to have even more soon.

In the future, we will be reminding members about renewal more frequently. If you don’t want to receive reminders, just pay up on time! It would save us time and effort too! And if you are a paid-up member who knows someone who still has not renewed, take them to a coffee morning or another activity of our Association so that they can see what they could be missing. You may have more ideas about retention, which you are most welcome to share with us.

Current members of the Membership subcommittee are Marius de Gaay Fortman, Pino Pace, Steve Dembner, Roberta Fenix, Alex Van Arkadie, Gianni Monciotti and Georgia Shaver.

## **News from the Electronic World**

(Responsible: Pino Pace)

### **Tech Talk for Seniors**

This issue I would like to point readers at a Facebook page called “Tech Talk for Seniors”, with the aim of “empowering seniors” with the tech tools to make life more connected and enthusiastic while creating a voice amongst the crowd”.

The page can be reached at the following link: <https://www.facebook.com/techtalk4seniors>

Visitors can watch live and sometimes download presentations especially for seniors on a variety of electronic tools, including Twitter, blogging, Spotify (for music), online banking software, etc. And you can dialogue with other users on specific requests or questions.

If you are already using Facebook, this will be another good page to bookmark. If not, why not get started? It’s a great way to keep in touch with friends, relatives and ex-colleagues!

I also wish to inform readers that this will be my last e-world column for Newsbrief, as I will be relinquishing my responsibilities on the FFOA Executive Committee as of the end of this year. I will, of course, continue to be active in the Association and expect to “see” all of you, if not in the clouds, at least in the e-world. Any volunteers to take on the e-world column? Please contact FFOA.

## **Your Good Health**

(FFOA publishes health suggestions for pensioners but does not guarantee their accuracy or efficacy.)

### **Tips for Staying Mentally Sharp as a Senior**

Promising research indicates that taking the following steps can help keep your mind sharp as you age:

**Control cholesterol problems and high blood pressure.** These conditions can increase your risk for heart disease and stroke, and are thought to contribute to the development of certain types of dementia. Cardiovascular health – having healthy blood sugar, cholesterol levels, and blood pressure, along with being physically

active, eating a nutritious diet, maintaining a healthy weight, and not smoking – was associated with better cognitive function in a study published in 2014.

**Don't smoke or drink excessively.** These both put you at increased risk of dementia, so kick the habit if you smoke and, if you drink, do so only in moderation.

**Exercise regularly.** Regular physical activity maintains the blood flow to the brain and reduces your risk of high blood pressure and associated dementia. Consistent vigorous exercise helps lower the risk for dementia, according to a study published in *Annals of Medicine* in 2015.

**Eat a healthy diet.** People who consume plenty of vegetables and fatty fish and keep away from saturated fats appear to have a lower risk for cognitive decline.

**Stimulate your brain.** People with less education are at higher risk for dementia, according to the Alzheimer's Association, because mental stimulation throughout your lifetime is important for your brain health. Keep your mind active by increasing your level of social interaction, learning new skills, playing challenging games, and doing other activities that require an engaged mind. People who are more socially and intellectually involved are less likely to develop dementia.

Extracted from *Everyday Health* magazine and arranged by Sabatino Salvi

Farallo, Ms Sandra  
Farina, Ms Tiziana  
Giorgi-Hellstrom, Ms Anna Maria  
Glasauer, Mr Peter  
Khan, Mr Daud  
Mackin-Lazzaro, Ms Denise  
Marciano, Mr Vincenzo  
McLouchney, Mr Edmond  
Mejia Loria, Mr Danilo  
Nutile-Esposito, Ms Monica Domenica  
Pasquale, Ms Lucie  
Pieche, Mr Sergio  
Pocius, Ms Birote  
Setaro, Mr Michele  
Vargas-Lundius, Ms Rosemary  
Widmer, Ms Sonya

All retirees ought to join the Association to support its work representing the pensioners, and for their own interest, and should encourage their ex-colleagues to join!

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## News from the Membership

### New members

A hearty welcome to all our new members.

Alazard, Ms Emelyn  
Alberighi, Ms Antonella  
Ayats, Ms Concepcio  
Baldi, Mr Pietro  
Barringer, Mr Charles  
Bricknell, Ms Christine  
Burigana, Ms Lucia  
Chang, Mr Kaison  
Crum, Ms Ann  
Dumont, Mr Cedric



## **Anthony Wade**

13 September, 2015

With great regret we mark the passing of former colleague and FFOA member Peter Anthony (Tony) Wade, on Sunday September 13, 2015, in Victoria, B.C. Canada.

Tony, born in Belfast, Northern Ireland in 1947, lived in the U.K until he moved to Australia in 1972. There he worked as an accountant for the Ford Motor Company and subsequently helped create the Trade Union Training Authority in Melbourne and Wodonga, to provide education and training programs for union officials.

He joined the FAO Finance Division in 1981 but soon moved to what was then the Office of Programme, Budget and Evaluation. For more than two decades he held increasingly responsible positions, and was Director of the Office from 1996 until his retirement at the end of 2004. Endowed with remarkable organizational, administrative and negotiation skills, he drove a process of far-reaching innovations in budgetary and information technology systems, policies and procedures to support

the Organization's work, in the value of which he maintained an unswerving belief. He will be remembered as a gifted leader, respected and admired for his integrity, intellect and competence. Throughout, he remained open, democratic and approachable, and was widely known and liked for his ebullience and inimitable sense of humour.

In 2003, Tony was diagnosed with Parkinson's disease, which led to his relocation to Canada in 2006 with his wife Joanna, also a long-serving FAO staff member. In the ensuing years, while still mobile he enjoyed the cultural life of Victoria, applied his scientific approach to gardening there, and with characteristic generosity donated time and expertise to the Victoria Parkinson's association and related charitable initiatives. He challenged his own disease with detailed research and active participation with the medical profession in decisions on his treatment. He died with his elegant mind and dignity intact.

## **Andreas Christooforides**

3 September 2015

I am sure many of you would remember Andreas, who died in Geneva on 3 September 2015 after a long illness. He was one of the most active and well-known FAO colleagues in the 1980s. He was the one who introduced word processing and e-mail support and infrastructure services in the Organization, after having been involved in the development of several specialized computerized applications.

He left FAO in 1989 to join the International Computing Centre (UNICC) in Geneva, as Assistant Director, and later became Director. Under his direction UNICC grew from 30 to more than 300 professionals staff.

Andreas was a loyal and trusted friend and we will always remember him as one of our best colleagues.