

Forty-sixth Session of the General Assembly
Wednesday, 25 May 2016 at 09:45 hours
Auditorium, WFP Headquarters

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≈ STATEMENT OF WORK ACHIEVED DURING 2015 ≈

This document summarizes the activities that were carried out by the FFOA Executive Committee during 2015 to implement the “FFOA 2013-15 Programme of Work” that had been approved at the beginning of its three years’ mandate.

1. Ongoing Core Areas (OCA)

1.1 Institutional and External Relations Matters. The 45th session of the FFOA General Assembly (GA) took place at FAO on 27 May 2015. 182 members attended in person and many others followed via web streaming. The Assembly was addressed by key members of top management from the three Rome-based agencies and each highlighted achievements and challenges being faced by their respective organizations over the year. Representatives of the new medical insurance Allianz Worldwide Care and the UN Joint Staff Pension Fund delivered presentations; key issues were “teething pains” in medical insurance processing and the strong position of the Fund. The Chair of the General Assembly, Mr Ali Mekouar, Former Director of the FAO Conference, Council and Protocol Affairs Division, delivered an after-lunch presentation on the objective and outcomes of the second International Conference on Nutrition (ICN2) that was held at FAO Headquarters in November 2014.

The following additional achievements were noted:

- Relations were maintained on an on-going basis with the 4 Rome-based Organizations. Scheduling meetings to discuss medical issues (JAC/MC) was particularly difficult. More details are given in other sections of this report, e.g. regarding FAO’s change in the methodology of insurance premiums, which neither WFP nor IFAD has adopted; and,
- Carrying over from the end of the year, and as this report goes to print, effort is being expended in external contacts with the Pension Fund (PF) and members over pension payment delays. In addition prospective members have been alerted to this issue in our presentations at the pre-retirement seminars. Again, more details are below.

1.2 Pension Benefits FFOA continued to monitor and stay abreast of important pension-related issues, as they emerged during the year, primarily via the Management Representatives of the Rome-based Organizations, the FAO/WFP Social Security office, Representatives of Staff Organizations, key managers of the Pension Fund in New York and Geneva, with the members of the FAO/WFP Staff Pension Committee (SPC) including Member Nations Representatives and FAFICS, the New York-based international federation of retirees associations around the world.

The highlights are as follows:

- FFOA attended the July 2015 FAFICS Council;
- The Mandatory Separation Age (set at 65) will be implemented system-wide by first January 2018;

- The Pension 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 will not be utilized to cover any difference between contributions received and benefits paid for at least the next 50 years;
- During the second half of 2015, significant delays in the processing of pension payments for new retirees separating in June 2015 or subsequent months were reported with the backlog worsening towards the end of 2015 when an upsurge of separations from New York, Geneva and Rome-based organizations took effect. The FAO Social Security office began to collect statistical data in order to file a complaint with the Fund and gain assurance that solutions would be found and implemented in the New Year; and,
- The cost of living changes were monitored according to the relevant indices published by the UN statistical office.

1.3 Medical Insurance The new contract with medical insurance provider Allianz Worldwide Care (AWC) was launched. In addition to News Flashes and Newsbriefs that provided to members detailed features of the new contract, to facilitate the transition, FFOA also organized the first joint information meeting of members with AWC, the FAO Social Security and FFOA representatives. FFOA continued to monitor the implementation of the new policy, liaising with both AWC and FAO Social Security to improve these services, obtain clarification, and simplify procedures (key issues included claim processing, application of the rules, reimbursement delays and supporting documentation requirements).

In addition, other achievements were noted:

- JAC/MC meetings resumed with some regularity thanks to FFOA pressure; restoring the Committee to its previous consultative nature will continue to be a priority;
- FAO plans to reduce the Organization's share of the BMIP plan (by adopting an alternative cost-sharing arrangement between FAO and BMIP participants and new methodologies for contribution rate setting based on a percentage of income) were reviewed by FFOA who pointed out to FAO Management the inequality of treatment among pensioners (the new methodology would apply only to FAO staff and retirees, not to IFAD and WFP);
- FFOA proposed to FAO Management, verbally and in writing, a more equitable and simpler alternative to the FAO proposed change to the contribution rate setting methodology, namely, to use some of the excess funds available in the medical insurance Profit Sharing Account; unfortunately FAO Management disregarded this proposal; and,
- FFOA pressed FAO Management to organize JAC/MC meetings to review the terms of reference on the methodology and the criteria to follow to utilize the funds sitting in the Profit Sharing Account; FFOA will continue to follow closely this issue.

1.4 Financial Matters In addition to maintaining the Association's accounts and the preparation of the financial reports for the GA, the Finance Sub-Committee continued to work on the following issues:

- Monitoring and reducing the number of members in arrears;
- Reactivating the Emergency Fund Programme; and,
- Monitoring and adjusting investments, as necessary.

1.6 Technology Support The 2013 upgrade of the Hardware/Software platform and the migration of the operating system to Windows 7 did not result in any major problems and no major changes were required vis-à-vis the 2014 configuration. The planned review of the laser printer upgrade was postponed and if necessary will be dealt with in 2016.

Furthermore, the following was accomplished:

- The FFOA website continued to be up-dated with information on Allianz (AWC), the new BMIP/MMBP rates and Pension Fund reports;
- The number of registered users of the website reached 590 in 2015 (an increase of 70 users from 2014);
- Survey Monkey software was purchased to manage the e-voting system for the election process; and,
- Prior to the elections, a reconciliation exercise was carried out between database information and distribution lists to update the list of eligible members with e-mail accounts.

1.6 Publications The Newsbrief was published quarterly in English and Italian. Two members volunteered to assist with Italian translation, ensuring continuity of this much-appreciated service.

The following documents were published and uploaded on the website in English and Italian:

- Newsbrief 95, 96, 97 (issue 98 was moved forward to early 2016); and
- The 2015 FFOA General Assembly Provisional Report.

1.7 Social Support and Recreational Activities In 2015, the Sub-Committee organized 60 events that were well attended by members. Highlights included:

- A boat trip to Ponza, Palmarola and Zannone, as well as trips to Matera, Innsbruck, Vienna, Salzburg and Padova;
- A spring lunch was organized at Restaurant Babette in Rome;
- Coffee Mornings were regularly held on the first Wednesday of each month, except in August and December, attracting many FFOA members from WFP, IFAD and FAO and ICCROM;
- One of our members, with serious medical problems, was assisted in dealing with doctors and Allianz, as well as being repatriated through a medical evacuation; and,
- The Year End Party took place in December at FAO. This event was well attended by our members and guests.

2. Project Oriented Areas (POA)

2.1 Policy and Governance

2.1.1. Review of Policy Issues, Statutes and Bylaws The Bureau launched some activities leading to a more efficient organization of work and procedures. A review of the policies started in 2014 and continued through 2015. In particular, a draft on FFOA Governance was produced late 2015 to define the organizational structure, detail the functions and responsibilities of each organizational entity and define the terms of reference of each sub-committee, documenting as well the operational protocol of each service to be rendered. The draft will be reviewed and finalized in 2016.

2.2 Membership The Pre-retirement Service Programme (PRSP) was launched as a one-year pilot project; the programme gives future retirees access to all services of FFOA, including the Newsbrief, over an 18-month period prior to retirement. During 2015, 59 pre-retirees joined the programme and over half became members upon retirement.

In addition the following can be highlighted:

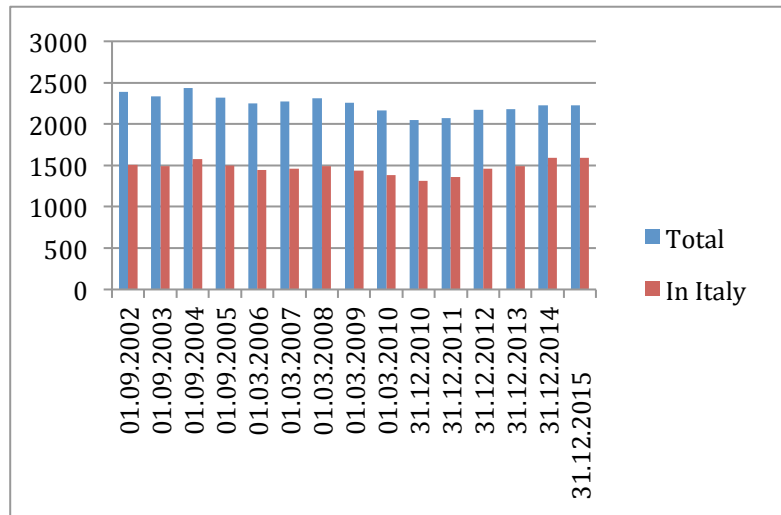
- The membership showed a steady increase from end 2012 to 2015 of around 10% and closed 2015 with 2,224 members (see the table on page 5);
- The number of members suspended due to non-payment of fees was reduced by 30%; and,
- Member retention continues to require attention; regular notifications about membership renewal are under consideration.

2.3 Communications and Training FFOA began in 2015 the use of FLASHES, issued by e-mail in both English and Italian, to inform and alert members (with e-mail addresses) on key issues. This has allowed for speedier communications than done normally through the quarterly Newsbrief. As a result of positive feedback, members are encouraged to provide FFOA with up-dated e-mail addresses to benefit from this additional communication tool.

2.4 Programme Development and Follow-up The progress achieved in the implementation of the 2013-15 work plan was tracked in mid-2015 to cover the first semester of the year. Due to lack of resources, no further action was taken on the development of a new Programme of Work for the period 2016-18.

3. Changes in FFOA Membership (as at 31.12.2015)

As at	Total	In Italy
01.09.2002	2389	1510
01.09.2003	2338	1489
01.09.2004	2433	1576
01.09.2005	2317	1498
01.03.2006	2254	1446
01.03.2007	2276	1459
01.03.2008	2315	1492
01.03.2009	2259	1436
01.03.2010	2163	1387
31.12.2010	2048	1315
31.12.2011	2075	1358
31.12.2012	2172	1463
31.12.2013	2182	1491
31.12.2014	2228	1591
31.12.2015	2224	1589



Members with and without e-mail by age and location

E-mail / No E-mail by Age			
By age	Total	of which	
		e-mail	no e-mail
Total	2224	1554	670
No DOB	293	48	245
Less 61	86	84	2
61-65	246	246	0
66-70	333	315	18
71-75	371	322	49
76-80	421	302	119
81-85	214	114	100
86 + over	260	123	137

E-mail / No E-mail by Location			
By Loc.	Total	of which	
		e-mail	no e-mail
Total	2224	1554	670
Italy	1589	1180	409
Europe	376	227	149
N+S Am	111	67	44
Africa	54	33	21
Far East	59	26	33
Near East	19	13	6
Australia	16	8	8

Other info: No. of members registered onto the FFOA website >>>>> 590

No. "Visitor Program Sessions" supported by FFOA >>>> 47

This is our report of the activities for the past year, for which we hope you will give your approval (draft resolution FFOA/GA/2016/06/B refers).