

# Former FAO and Other UN Staff Association

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



## Newsbrief 107 March 2019

### The Election of the 2019-2021 Executive Committee

#### ALSO IN THIS ISSUE

- A Word from the President
- Pension Matters
- Medical Insurance
- News from the UN Organizations
- News from the Staff Associations
- News from the Executive Committee
- News from the FFOA Advisory Committees
- Social Support and Recreational Activities
- Your Good Health
- News from the Membership
- New Members
- In Memoriam

One of the major events in 2018 was the election of the Executive Committee (EC) for the period 2019-2021. The project was launched in March 2018, when the initial documentation was distributed to call for candidatures. Seventeen members submitted their requests to run for the election - twelve from FAO, three from WFP, one from IFAD and one from ICCROM. Following the approach introduced in 2009, the project availed of electronic voting for members with an e-mail address (78 percent of eligible voters), while paper ballots were distributed to those who could not be reached electronically (the remaining 22 percent). The e-voting system was undertaken using SurveyMonkey, a software package that allowed both automatic collection of votes via internet and the immediate generation of results. Special thanks go to Mr Wolfgang Prante, who provided valuable technical assistance in configuring and monitoring this package by interacting via internet from a distant location on the Red Sea where he temporarily resides. Mr Bronek Szynalski chaired the Scrutiny Panel, supported by Mr Giorgio Eberle and Mr Alessandro Bertini. The good news is that the election process experienced a high level of electronic voting (95 percent of total voters), while in 2009 the ratio did not exceed 31 percent. That means that FFOA's members are becoming more and more comfortable with taking advantage of electronic facilities.

The eleven candidates who were elected (in order of scored preferences) are: Mr Annibale Fusco Femiano (FAO), Mr Giuliano Pucci (FAO), Mrs Joan Smidt (FAO), Mrs Angelika Wolf (FAO), Mr Gianni Monciotti (FAO), Mr Edward Seidler (FAO), Mrs Mariam Ahmed (FAO), Mr Alex Van Arkadie (FAO), Mrs Georgia Shaver (WFP), Mr Bruno Pisani (ICCROM) and Mr Jean Philippe Decraene (FAO).

Some of the non-elected candidates - Mr Marius DeGaay Fortman (WFP), Mr F. (Sino) Tesfamariam (IFAD) and Mr. Mohamed Saleheen (WFP) - accepted to be co-opted in the new EC.

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

---

This is the first Newsbrief of the year and also the first time that I am writing to you as President of FFOA. I am truly honoured by the faith placed in me by the new Executive Committee to take up the Association's presidency and I will do my utmost to be worthy of the confidence placed in me.

I would like to take this opportunity to pay tribute to Alan Prien who was President of FFOA for six years and who provided such able, wise and unselfish leadership of the Executive Committee and the Association; he will be a hard act to follow. I am glad to announce that Alan has accepted to be co-opted onto the Executive Committee and so his knowledge and wisdom will continue to be available to the Association in general and to the Executive Committee in particular.

In many respects, 2019 will be a busy year. The Joint Advisory Committee on Medical Coverage (JAC/MC) has finally been resurrected and held its first meeting on 15 February. This year will see the tendering of the health plans for the three Rome-based Agencies (RBAs) and FFOA will seek to play an active role in the tender preparations - coverage, evaluation criteria and setting of premiums. The medical tender exercise is likely to be more complicated than in the past as it is likely that WFP will seek to tender by itself and not be part of the RBA tender as in previous years. FFOA is the recognized interlocutor of the retirees with the three RBAs on social security and pension issues as it has recognition agreements with all three Agencies.

Services to be offered by FFOA to its membership will be expanded and updated this year so as to better service existing members (over 2,300) and to attract new members. We call on existing members to encourage their friends and ex colleagues who are not yet members to become FFOA members. There is strength in numbers; boosting membership is a responsibility of all and will enable your Association to expand its services and influence.

FFOA is a member of the Federation of Associations of Former International Civil Servants (FAFICS). An FFOA member (Mr Marco Breschi) is now the FAFICS President and thus we have leadership at the international level as FAFICS holds membership on the United Nations Joint Staff Pension Fund (UNJSPF) Board and on various United Nations working groups that consider issues of concern to retirees such as after-service health insurance and pension benefits.

As were all of the global and United Nations community, FFOA was deeply shocked and saddened by the devastating loss of life in the Ethiopian Airlines crash near Addis Ababa in early March. The large number of United Nations casualties was most tragic with WFP losing seven staff and FAO one staff member. I sent letters of condolence to the Executive Director of WFP and the Director General of FAO, expressing condolences from the whole of FFOA's membership and the Executive Committee.

**Edward Seidler**  
President

### Newsbrief 107

March 2019

Newsbrief, the FFOA official quarterly edition, 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: P. Nelson  
Newsbrief coordinator: G. Paganelli  
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. Costs associated with documentation for the General Assembly are borne by IFAD, for which the Association is grateful.

**FFOA, c/o FAO, Viale delle Terme di Caracalla, 00153 Roma, Italy**  
**Internet:** [www.ffoa-web.org](http://www.ffoa-web.org) **Tel.** (+39) 06-5705 5623/5705 6016

**Room:** E-005  
**Email:** [ffoa@fao.org](mailto:ffoa@fao.org)

(continued from page 1)

Mrs Roberta Fenix, Mr Alessandro Bertini and Mr Jamie Wickens were also co-opted in the new EC.

Mrs Maria Augusta Di Giacomo, Mr Giorgio Eberle, Mr Giuseppe Pace, Mr Alan Prien and Mr Sabatino Salvi accepted to become Senior Members of the EC.

The FFOA EC management team was elected as follows:

- Mr Edward Seidler, President
- Mr Giuliano Pucci and Mrs Georgia Shaver, Vice-Presidents
- Mr Gianni Monciotti, Treasurer
- Mrs Angelika Wolf, General Secretary

We wish all the best to the new Executive Committee for a productive and fruitful term in the management of our association.

## PENSION MATTERS

(Responsible: A. Prien, A. Fusco Femiano. M. Breschi/FAFICS)

A number of important developments in the United Nations Joint Staff Pension Fund (UNJSPF) took place during the second semester of 2018. Among the most crucial were the succession of key leadership figures in the driving seat of the Fund following the separation on medical grounds of the Chief Executive Officer, Mr Sergio Arvizu, and the retirement of his Deputy, Mr Paul Dooley, at the end of 2018.

Interim arrangements were put in place to lead the Fund until permanent solutions were identified. Ms Janice Dunn Lee, a former Deputy Director-General of IAEA in Vienna, took office as of January 2019. Thus, the Pension Board managed to avoid a no leader situation for the Fund. Many important events marked the past six months after the FAFICS Council and the Pension Board in Rome last summer. Members of the FAFICS delegation to the Pension Board were actively involved in reaching out to a number of Member Nation Representatives in the Fifth Committee to engage in an

information campaign to counterargue the many biased conclusions reached by the United Nations Office of Internal Oversight Services (OIOS) in its report, as well as the numerous attacks on FAFICS itself and on its old and new leadership.

## OIOS report and FAFICS position

The subject of the Governance Audit attracted significant attention from the Board, which reviewed the OIOS report on an audit of its governance structure conducted at the request of the General Assembly. FFOA Members' attention is drawn to the most critical recommendations including: the direct election of retiree representatives, strongly rejected by FAFICS; and the elimination of the Assets and Liabilities Management Committee (ALMC), not accepted by the Board nor by FAFICS. A further recommendation by OIOS was to separate the roles of the Board's Secretary and the Fund's CEO, endorsed by the United Nations General Assembly.

## Review of After-Service Health Insurance- ASHI

A review of the after-service health insurance mechanism throughout the United Nations System has been conducted over the past two years by an ad hoc working group created by the General Assembly. While regular updates are provided by the FAFICS representatives in the Working Group, a final report was due to be considered by the General Assembly at the end of 2018, but for various reasons this did not happen. A final report will now soon be considered by the General Assembly. An area of particular concern is the recourse to national health systems as a primary source of coverage, retaining the current medical insurance arrangements as a secondary source. Given the vital implications for many FFOA members, we need to focus on this subject.

For retired FAO staff, there is one lacuna related to deductions for the increase in medical premiums for 2018 and thereafter,

as those have not yet been implemented by FAO management. As this is being written, FAO management has informed us that said deductions of the higher premiums would start in March. Retroactive repayments of underpaid premiums are expected to start in May and will be spread over eight months. If so, your pension amounts will decrease slightly, depending on how FAO management implements retroactivity.

Finally, for those members residing in Italy, and on the Euro track, we received a 2.2 percent increase in April 2018. As this year's ISTAT increase is 1.1 percent, it does not reach the 2 percent minimum rate of inflation to trigger the next increase - so we shall now need to see what 2019 brings for consideration for next year.

As indicated above by Marco Breschi, our former General Secretary, and now FAFICS President, the UNJSPF continues to be in excellent shape. It is de facto balanced, meaning that money is available and invested sufficiently to cover all of our pensions (including periodic inflation adjustments) for the rest of our lives.

---

## Medical Insurance

(Responsible: E. Seidler )

FFOA will have a significant amount of work this year regarding Medical and Social Security issues. A new health insurance tender should be called this year as the contract with Allianz is due to end in December 2019. Whether the three Rome-based Agencies (RBAs) - FAO, WFP and IFAD - will tender together as in previous tenders is now open to question as WFP has indicated its preference to tender individually and not with FAO.

FFOA has attended two JAC/MC meetings this year and welcomes the Committee's resuscitation and FFOA's involvement in being consulted on the tendering process. FFOA, in representing retirees of the three RBAs and ICCROM,

both in Italy and overseas, will insist on being consulted if the tendering process is split between agencies, as FFOA has recognition agreements with the three RBAs to represent the interests of their retirees on medical, pension and social security matters.

FFOA has issued two Newsflashes (numbers 24 and 25) to members explaining the recent email (26 February from FAO Social Security) sent to FAO, WFP, IFAD and ICCROM retirees regarding implementation of the increased medical premiums announced in 2018 (Flash 16), as of March 2019, and the collection of underpaid premiums for 14 months (January 2018 - February 2019) that will be deducted from pension benefits as of May 2019. As of writing, FAO has apparently decided to change the percentage of full pensions on which premiums will be paid and a Newsflash (number 26) is being prepared to clarify the arrangements. Queries on medical premiums can be made to [After-Service-Medical-Coverage@fao.org](mailto:After-Service-Medical-Coverage@fao.org).

---

## News from the UN Organizations

### WFP

A high priority for WFP in 2019 is the United Nations Development System Reform process (repositioning the United Nations development system to deliver the 2030 Agenda). In its reporting update to the Executive Board, WFP supports and is committed to the objectives of the reform that focuses on better results on the ground and the attainment of the Sustainable Development Goals (SDGs).

Expected results of the reform include: a redesigned, more strategic United Nations Development Assistance Framework (UNDAF) and process; a new generation of United Nations country teams where the composition will be informed by needs identified in the UNDAFs; more common business operations such as local

procurement, information technology, finance and facilities services (i.e., WFP-established humanitarian booking hub) and common premises (including guest houses); a separation of roles and responsibilities between the United Nations Resident Coordinator (RC) function and the UNDP Resident Representative function (already effective as of 1 January 2019); a reinvigorated RC system now moved from UNDP to the United Nations Secretariat; and a review of the United Nations regional assets and their support to country efforts towards the 2030 Agenda.

---

## News from the Staff Associations

(Responsible: A. Van Arkadie)

AP-in-FAO shared good news from the FAO Council that concluded in December 2018 with adoption of the Report requesting: “(a) ... that the staff mobility program be reviewed as soon as possible by one of FAO’s auditing bodies while supporting the request to the Secretariat to undertake a review of the independence of the Ethics Office, Office of the Inspector-General and Ombudsperson functions as soon as possible; (b) that FAO Management conduct the staff satisfaction survey in 2019, and regularly thereafter, ... while affirming support for FAO’s participation in the sexual harassment and sexual exploitation program and looking forward to FAO implementing the recommendations from the first phase of the Group’s work ...”.

AP-in-FAO is now composed of a fuller Executive Secretariat following by-elections in January, viz. President: Mr Jakob Skoet; Vice-President: Mr Abdoul Karim Bah; General Secretary: Mr Juan Coy; Treasurer: Ms Wadzanai Katsande; and Deputy General Secretary: Mr Uwe Barg.

UGSS-WFP happily announced that after long and delicate consultations with Human Resources Management “... they

helped overcome a seven-year freeze of recruitment by UGSS-WFP, enabling 108 GS positions to be filled at the G4 and G3 levels - thus ... making internal candidates eligible to apply so that many of them can finally gain from longer term job security.”

UGSS further reported that it is actively working on a project to involve a large sector of GS country and field staff badly needing support from the Unions, quoting for example the case of local staff in Turkey “... affected by a local currency depreciation resulting in their loss of purchasing power from salaries.”

The IFAD Staff Association (ISA) invited FFOA to its General Assembly on Friday, 22 February. FFOA was represented by Mr Edward Seidler, President, together with Mr Alex Van Arkadie, Coordinator for RBA Staff Associations. IFAD-ISA Chair, Ms Lenyara Fundukova, on behalf of the newly-elected Committee, shared ISA’s Vision and Priorities for 2019-2022. The two FFOA representatives exchanged greetings of goodwill and solidarity with ISA, assuring FFOA’s continued collaboration and support, especially in areas of mutual interest and welfare.

---

## News from the Executive Committee

### 49th FFOA General Assembly

The 49th Session of the General Assembly will take place this year on Wednesday, 29th May at 9:45 in the WFP Auditorium. **Mark this date in your calendars!**

Our main annual gathering, open to all members, is an opportunity to be informed about all key issues that affect our lives as pensioners. Come with your friends and listen to senior representatives from the United Nations Joint Staff Pension Fund, representatives from our medical insurer Allianz Worldwide Care, as well as representatives from our parent Organizations and the Staff Associations.



For those who cannot attend, the General Assembly will be web-streamed; connectivity details will be forthcoming.

Lunch will be organized for those who wish to participate, and in the afternoon, we are planning a follow-up session on issues of interest, similar to the one last year, which will include a question and answer period.

The proposed agenda and documents for the Assembly are enclosed with this Newsbrief.

Please don't forget to bring your FFOA membership card and your pensioner's building pass for easy entrance.

---

## News from the FFOA Advisory Committees

### Membership

(Responsible: M. De Gaay Fortman , A. Bertini, R.Fenix, G. Monciotti, P. Pace, G. Shaver)

As we came to the end of our mandate in December 2018, the Committee prepared a Triennial Report on our activities, including our objectives and targets. The entire report can be obtained by writing to [ffoa@fao.org](mailto:ffoa@fao.org).

The composition of the Membership Advisory Committee (MAC) was for most of the period as listed above. In addition, Mohamed Saleheen was a member for some time and FFOA's General Secretary, Marco Breschi, participated ex-officio for the first two years. The main objective of the MAC is to promote the Association, which should lead to an increase of members, by aiming for a higher enrolment of new members and a reduction in the number of suspended members. Members are suspended when they have not paid their dues for two consecutive years. About two percent, or 40 of our members are suspended annually. The number of members who receive a final warning, as they have not been paying for two consecutive years, is close to 90, and more than half of them pay their dues upon receipt of this final warning. We

have been thinking how we could reduce that number, which the Treasurer has to chase with warnings. We felt that if we get more lifetime members, that issue could be resolved. FFOA's Executive Committee, upon the recommendation of the MAC, decided that members could convert their annual membership to a lifetime membership by paying the difference between the sum of years of contribution already paid and the amount due for 15 years of contributions, which covers a lifetime membership. The minimum to be paid for the conversion is, however, 125 Euro.

Another of our concerns is the rather small number of former WFP and IFAD retirees. We have been in touch with the various staff associations on this issue in order to approach personally the future retirees, but this is difficult for the Membership Committee to do this for privacy reasons. It can only be successful if these future retirees come to the retirement seminars at FAO, where FFOA twice a year gives a presentation on FFOA - what it is and what it does. Our members from IFAD and WFP, however, could play an important role by approaching their former colleagues personally. It is obvious that the visibility of FFOA at WFP and IFAD could be improved by organizing more FFOA activities at their headquarters.

We continued our Pre-Retirement Service Programme (PRSP) that gives future retirees free access to all FFOA services. FFOA's Duty Officer, a member of the Executive Committee, is available every morning between 10:00 and 12:00 for consultation, and FFOA's Newsbrief is also provided free of charge. About 40 people a year participate in this programme and half of the participants eventually decide to join our Association. During the triennium, the number of members increased slightly due to the suspension numbers being reduced slightly. It remains, however, the responsibility of all FFOA members to promote our Association among new retirees.

## Social Support and Recreational Activities

(Responsible: J. Smidt, B. Pisani, A. Van Arkadie, M.A. Di Giacomo, M. Saleheen, S. Salvi)

### Previous activities

October 2018	Le vie del tabacco e la Necropoli Etrusca di Castel D'Asso Tour di Sorrento, Capri, Positano, Ravello e Amalfi Concert by Enrico Camerini Charity Concert organized by WFP Alumni Network Abbazia di Montecassino Autunno al Monte Amiata Tour to Sicily Firenze Uffizi Scavi di Pompei Concert by Enrico Camerini
November 2018	Chiusi, Museo e Necropoli Ninfa Autunnale e Sermoneta Napoli sotterranea Theater play Compagnia "Tutti Esauriti" Rasiglia a Spoleto Visita al Quirinale Castello di Nerola Mercatini di Natale Concert by Enrico Camerini
December 2018	A Teatro con Zeus, Roma, Quirino Arezzo, Antiquariato e Mercato di Natale Gubbio l'albero di Natale piu grande Luminarie di Gaeta Torino e Mercatini di Natale Luci d'Artista at Salerno Week-end a Ferrara e Modena 4 days at Athens, Greece Concert by Enrico Camerini
January 2019	Palazzo Altieri, Oriolo Romano Concert by Enrico Camerini
February 2019	Napoli: Ordine e caos ai quartieri Spagnoli e le stazioni della metropolitana Orchidee nel Parco Nazionale del Circeo Teatro Quirino "Così parlò Bellavista", Commedia Napoletana Concert by Enrico Camerini

March 2019	Isole Canarie Tour dell'India – Il grande Sud Oman
------------	--

### Upcoming Activities

April 2019	Iran
May 2019	Bulgaria
June 2019	Madrid e la Mancha Albania
July 2019	Crociera sul Volga (Mosca fino a San Pietroburgo)

Should you be interested in these upcoming trips please contact the FFOA Office for further information.

## Monthly Coffee Mornings

(Responsible: A. Van Arkadie, J. Smidt)

The Coffee Morning on Wednesday, 7 November 2018, drew a record attendance of over 70 members, spouses and prospective retirees from FAO, ICCROM, IFAD and WFP, including FFOA Executive Committee Vice-President Mr Giuliano Pucci, Mr Ed Seidler and convener Alex Van Arkadie. The discussion centred on issues of general interest and relevance to retirees led through the kind courtesy of Legal Adviser Mr Carlo Dalla Vedova with Mr Joseph d'Agostino. A lively and informative question/answer session followed.

The Coffee Morning in February 2019 was attended by 31 FFOA members and four Executive Committee Members. The newly appointed FFOA President Mr Ed Seidler was introduced to the group. He informed that the most important item for 2019 was the renewal of the medical insurance.

## FFOA Emergency Fund

Should you need temporary urgent support in view of a difficult situation, please contact the Chairperson of the FFOA Emergency Fund, Ms Joan Smidt ([joan\\_smidt@libero.it](mailto:joan_smidt@libero.it)).

## Your Good Health

### Stay as Active as Possible

A study conducted in Sweden found exercise to be the number one contributor to long life. It adds more years to your life. If you have not been exercising before, it is never too late to start. Dr. Camel Dyer a geriatrician in Houston said that she has seen patients start the physical exercise in their 70s and reap great benefits.

Exercise has many benefits, including:

- Prevention of memory loss (dementia)
- Feed-good hormones known as endorphins
- Helping reduce chronic pain
- Increasing muscle mass from weight training, improving metabolism
- Improving the quality of sleep
- Improving flexibility, balance, and good posture
- Boosting your immune system

Practicing yoga, for example, relieves discomfort caused by conditions such as arthritis and fibromyalgia. Consult your healthcare provider before you enroll in any exercise program. Start small and then build up as time goes by. Do something that you enjoy in order to keep you motivated like cycling, golfing, walking a pet, gardening, or swimming.

Exercise with a friend or a family member or join a class. This way you can keep each other motivated. Yoga is also a great form of exercise. Our muscles stiffen and shorten when we do not exercise but stretching improves that. Five minutes of stretching daily can make all the difference.

### Exercise Your Brain

Keep your brain active. Feeding your creativity is the key, especially now that you are retired and are no longer challenged by your career. While physical exercise helps keep your brain alert other activities like word games, crossword puzzles, learning a new language, learning a new skill keep your brain strong.

(Source: National Council for Aging Care /Washington D.C).

### Stay fit with Giampiero Bartolucci

Giampiero has been organizing gym classes at FAO for many years. He has now organized a STRETCHING CLASS for FFOA Pensioners every Friday from 10.30 to 11.30 at the FAO Gym. For further information please call the FAO Staff Coop 06/57055753/53142 or Giampiero directly at 339 779 3250.

## News from the Membership

### Musing

#### *A Soft Reminder for Leading a Healthy Retired Life*

(by M. Saleheen)

Most recently, I received a warm message from an esteemed colleague reminding what to focus on upon retirement. The message reads as follows:



- When we die, our money remains in the Bank.
- Yet, when we are alive, we feel we don't have enough money to spend or don't want to spend for various reasons.
- In reality, when we are gone, there is still a lot of money not spent.
- One business tycoon in China passed away. His widow was left with \$1.9 billion in the bank, who later married his chauffeur. His chauffeur said: "All the while, I thought I was working for my boss ... it is only now, that I realise that my boss was all the time, working for me!!!"
- The cruel reality is: It is more important to live longer than to have more wealth.
- So, we must strive to have a strong and healthy body, it really doesn't matter who is working for whom.
- In a high-end hand phone, 70% of the functions are useless!



- For an expensive car, 70% of the speed and gadgets are not needed.
- If you own a luxurious villa or mansion, 70% of the space is usually not used or occupied.
- How about your wardrobes of clothes? 70% of them are not worn!
- A whole life of work and earning...70% is for other people to spend.  
So, we must protect and make full use of our 30%.
- Go for medical check-ups even if not sick.
- Drink more water, even if not thirsty.
- Learn to let go, even if faced with grave problems.
- Endeavour to give in, even if you are right.
- Remain humble, even if you are very rich and powerful.
- Learn to be contented, even if you are not rich.
- Exercise your mind and body, even if you are very busy.
- Make time for people for whom you care.
- The choice is ours to make it work.

---

## New Members

A hearty welcome to our Members who have recently joined the FFOA:

Abdouli, Mr Abdelhamid  
 Abi Nassif, Mr Joseph  
 Barbieri, Ms Gisella Marisa  
 Bartley, Mr Devin  
 Beaney, Ms Jaune  
 Burai Marzocca, Ms Eva  
 Capobianco, Mr Donato  
 Chaperon, Ms Christine  
 Chelotti, Ms Alessandra  
 D'Adamo, Ms Cristina  
 Davado, Mr Luigi  
 De Angelis, Ms Maria Giuliana  
 Dell'Otti, Ms Luciana  
 Di Pane, Mr Matteo

Fletcher, Mr Anthony Gerard  
 Garcia de Antonio, Ms Blanca  
 Han, Mr Zhongyu  
 Hicks, Ms Deborah  
 Jacquet-Richardet, Ms Nicole  
 Jimenez Romero, Ms Belen  
 Keohafkan, Mr Parviz  
 Lotti, Mr Fabio  
 Malthouse, Ms Julie  
 Mark, Mr Davis  
 Meaccini, Ms. Marcella  
 Mercadal, Ms Sophie  
 Moreno Garcia, Ms Gladys  
 Morra, Ms Valeria  
 Muller, Ms Eva  
 Muthukattil, Mr Luis  
 Nelson, Mr Nicholas  
 Ruiz, Mr Daniel  
 Saint, Ms Susan  
 Scalici, Mr Damiano  
 Sforza, Ms Luigia  
 Smulders, Mr Mark  
 Solari, Ms Maria Grazia  
 Teare, Ms Ann  
 Unver, Mr Olcay  
 Urban, Ms Edith Margareta  
 Vari, Ms Laure  
 Vazhail, Ms Jane Varney  
 Watson, Ms Valerie  
 Wibley, Ms Helen  
 Zibellini, Ms Alessandrina

**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!**

## IN MEMORIAM

Petricevic, Mr Pavo	Chaudhri, Mr Saed Ahmed
01 January 2017	01 June 2018
Hamblin, Mr Foster B.	Bocci, Mr Quinto
01 March 2017	01 June 2018
Grebaut, Ms Simone	Whitfield Stuart, Ms Marie
01 May 2017	01 August 2018
Biancardi, Ms Odette Marie	Galeano, Mr Umberto
01 October 2017	01 October 2018
Paolini Wilson, Ms Hilary June	Madaro Buri, Ms Cecilia
01 January 2018	05 October 2018
Gosschalk, Ms Ingamay	Costa, Mr Elio
01 January 2018	08 October 2018
Thomas Bergerre, Ms Brenda	Belanga, Mr Paul
17 February 2018	19 October 2018
Crowl Bottiglieri, Ms Joyce	Engeloch Turner, Ms Mavis Marie
01 March 2018	30 October 2018
Urban, Mr Klaus	Larfaoui, Mr Omar
16 March 2018	06 December 2018
De Fabio, Mr Luciano	Baldassarri, Mr Luigi
26 April 2018	13 January 2019
Letourneau, Mr Leo	Hielkema, Mr Jelle Wilke
01 June 2018	16 January 2019
Pellegrini Risso, Ms Anna Maria	Johnston, Mr Laurence A.
01 June 2018	14 February 2019
Bunnel, Mr James	Matthew-Langiano, Ms Valerie
01 June 2018	15 February 2019

On behalf of all the members of the FFOA, we express heartfelt sympathy to the families and friends of the above-mentioned members.

## **Establishment of a Membership Defence Fund (MDF-FFOA)**

### **1. Purpose**

The FFOA Executive Committee has decided to create a fund to be established through voluntary contributions from its membership. As UN Agencies endeavour to reduce costs, the possibilities of their infringing on the acquired rights of staff and former staff members is a real possibility. Retired staff could especially be targeted in cost cutting exercises. Potential issues that might affect members in the future could be the adequacy of Social Security provisions (health, life insurance) by their former employing Agencies.

In order for FFOA to be in a position to obtain professional legal advice on matters materially affecting its membership, the FFOA seeks to establish a Membership Defence Fund (MDF) to provide the necessary resources to access specialist professional services when required.

The MDF would be used:

- To obtain legal opinions and advice on specific issues and
- To advise on appropriate courses of action such as legal appeals through various bodies e.g. ILO Administrative Tribunal (ILOAT) and possibly the FAO Appeals Committee.

The FFOA would also consider joining cases with FICSA or the FAO/WFP/IFAD staff bodies which seek to challenge adverse developments/administrative decisions that affect or might affect FFOA members.

The MDF would not be used to finance individual, personal cases per se but only those cases/issues that have a direct bearing on the FFOA membership as a whole (Class actions).

### **2. Funding**

It is proposed that funding of the MDF would be on a voluntary basis with variable contributions (suggested to be from Euro/USD 50 -200) depending on what members are able to contribute. The Funds would be accounted for separately within the FFOA accounts.

### **3. Fund utilization**

The FFOA Executive Committee would agree by majority vote on what cases/issues would receive funding under the MDF and agree on the amounts to be provided and for what purpose, taking account of the funds available.

### **4. Payment possibilities – Indicate Purpose (MDF – FFOA)**

- Bank transfer to the account of the FFOA with the Banca Intesa at FAO HQ No. 732637 01 37 (Euro) CAB: 03356 , ABI: 03069, BIC: BCITITMM700,
- IBAN: IT50T0306903356007326370137
- Transfer from UNFCU account to the FFOA UNFCU USD account No. 10-17710700001
- In cash or by cheque in the name of “FFOA” at the FFOA desk

---

## About FFOA

Since 1971, FFOA has worked to advance the interests of pensioners from United Nations organizations based in Italy, regardless of where they spend their retirement. With growing global membership numbering more than 2,300 pensioners from FAO, IFAD, WFP, ICCROM, etc. from all staff categories, FFOA is based at FAO Headquarters in Rome.

### Representation

FFOA officially represents retiree interests in formal relations with management of FAO, IFAD and WFP. We have a place at the table in all retiree-relevant discussions. FFOA is also active in the Federation of Associations of Former International Civil Servants, which joins 63 associations like ours to represent pensioners at the UN system level.

### Support

FFOA works to improve retirement benefits – particularly pensions and medical insurance – and to protect the interests of the membership as a whole. We also respond to individual requests from members for assistance, guidance or referral on issues associated with retirement and ageing in general (all services are provided by members on a voluntary basis). Members are informed of developments in areas of concern by our quarterly Newsbrief, a website and direct contact via mail (including e-mail).

### Camaraderie

FFOA promotes contact and social and intellectual exchange among its members, through a web-based discussion forum, and a wide range of cultural and social activities. Colleagues and friends in the Rome area gather at FAO on the first Wednesday of each month for “Coffee Morning” – drop in if you’re in the neighbourhood!

### Helping those in need

Being a pensioner can be difficult and lonely. Volunteers from FFOA are available to support members in distress over the phone, or to organize home visits. FFOA also offers small no-interest loans (maximum 1,500 Euro) to meet short-term emergency requirements.

### Service

Even after a career of service, UN pensioners remain interested in and committed to development issues, and continue to support the objectives of their former employer. FFOA attends key meetings and events at Rome headquarters, shares updates with members on key activities and achievements in the UN system, and provides direct support as well.

### Keep up with FFOA and retiree colleagues

Stay informed on the latest developments on important issues for retirees via the FFOA website: [www.ffoa-web.org](http://www.ffoa-web.org). Register on the website to ensure you always receive the latest information, and stay in touch with distant friends and former colleagues.

### Join FFOA!

Adding your voice helps make the Association stronger and more impactful! Annual FFOA membership is 25 Euro; a life membership is 375 Euro. There is a one-time registration fee of 10 Euro. Follow the link to download a membership application: [www.ffoa-web.org/eligibility-for-membership](http://www.ffoa-web.org/eligibility-for-membership), write to [ffoa@fao.org](mailto:ffoa@fao.org), or phone the FFOA desk at (+39) 06-5705 5623/5705 6016.