



## STATEMENT

### Pension Fund Welcomes draft GA resolution

The Chairman of the 63rd Pension Board and the leadership of the United Nations Joint Staff Pension Fund, welcomed the draft General Assembly resolution of 13 December 2016 submitted by the Chair of the 5th Committee to the United Nations General Assembly. It is expected that the resolution will be adopted by the end of the year.

The UNJSPF is an inter-agency entity administered by its Board in accordance with the Fund's Regulations and Rules. The Fund's assets are administered under the fiduciary responsibility of the UN Secretary-General who appoints his representative to manage the investments. The Fund's assets and liabilities are administered separately from those of the UN Secretariat. The Pension Board is responsible for the administrative and other rules of the Fund and reports to the General Assembly.

According to the governance structure of the Fund, the GA is responsible, among other matters, to review and monitor the financial status of the Fund, including its investment performance, to endorse recommended amendments to Fund Regulations and the Pension Adjustment System, and to approve the Fund's budget.

Every odd year the Pension Board recommends to the GA for approval a biennial operating budget. In even years, as was the case in 2016, the Board reviews a wide variety of topics related to the actuarial valuation of the Fund's assets and liabilities, the administration of the Fund, and makes recommendations, *inter alia*, for changes to Regulations.

This year's draft GA resolution ([A/C.5/71/L.6](#)) took into account all of the recommendations that the 63rd Pension Board made in its Report ("Report of the United Nations Joint Staff Pension Fund" ([A/71/9](#))). The GA approved the suggested amendments to the Regulations of the Fund, on article 24 (restoration of service) and article 41 (medical standards), and approved an amendment to the Pension Adjustment System (paragraph 26).

Exceptionally for a non-budget year (2016), the Board recommended that the GA authorize additional resources for the Fund to respond to the surge of new separation cases that coincided with the implementation of the new ERP system (the Integrated Pension Administration System or IPAS) and resulted in delays of payment of initial pension benefits.

In this respect, the Chairman of the 63rd Board, Vladimir Yossifov, was disappointed that the 5th Committee did not fully recognize the urgency of the Board's recommendation for new temporary posts to respond to the critical situation with the implementation/stabilization of the IPAS system and the surge in new separations.

During its 63rd session, held last July at the IAEA in Vienna, the Board considered that the extraordinary circumstances merited an extraordinary response, which is why it decided on several measures (details to be found in the Board's report to the GA) and also requested additional resources for additional posts in a non-budget year.

The Fund is pleased that the GA resolution recognized the successful implementation of IPAS and welcomes the end-to-end review undertaken by the Fund's Secretariat in cooperation with the UN and other member organizations, and requests heads of UNJSPF member organizations to take appropriate steps to ensure that the administration of retiring staff is not delayed.

## Misconceptions

As part of its Administrative Rules, and in line with the Governance structure of the Fund, the Pension Board approved the Fund's Financial Rules during its 63rd Session. The GA, as stated above, has no role to play in accepting or endorsing any of the Fund's administrative rules, which are decided by the Pension Board. The GA had approved an amendment to article 4 of the Fund's Regulations in 2014, which made reference to such Financial Rules, which the GA had also welcomed.

The GA resolution, reconfirmed what the Board stated in its report, and in line with the newly approved Financial Rules of the Fund, that UN Financial Regulations and Rules continue to cover the administrative services provided by the United Nations' Secretariat to the Fund, in areas related to procurement, property management and internal and external audits (internal audit services provided by OIOS).

Since the CEO of the Fund works under the authority of the Pension Board, the Board would never ask the GA to endorse the evaluation of the CEO of the Fund. The Board's evaluation (see below) would simply be noted by the GA or its subsidiary body (in this case the ACABQ).

*"In the report on its sixty-third session, the Pension Board took note of the evaluation of the Chief Executive Officer of the Fund and approved the conclusions and recommendations of the Evaluation Panel, including that his overall performance has been effective and successful, and that reappointing the current Chief Executive Officer would provide for the critical continuity of programmes already under way and the required institutional memory."*

Paragraph 19, ACABQ report to the GA ([A/71/621](#))

The Fund also welcomes the fact that this GA resolution has convinced critics that the Pension Fund will not distance itself from the United Nations ("privatize") and that it will continue to use the UN machinery to service its administrative needs, which includes the OIOS, as highlighted in the GA resolution. The Board has reiterated this fact for a number of years.

## Conclusion

The leadership of the Fund and the Pension Board are pleased that 2017 is starting with the Fund secretariat processing more cases than at any time in its history – monthly rates of over 1,400 cases compared to a monthly average of 800 cases until beginning of 2015. At present rates the Fund should be able to process new separation cases within four weeks in early 2017.

*"This year, 2016, was a transition year at the Fund, as noted by the GA, and too many people waited too long and both the Board and the GA recognize this fact. We have turned a corner, the new IPAS system is up and running, new services are being made available, and the Fund is working on streamlining a number of measures,"* stated Chairman Yossifov.

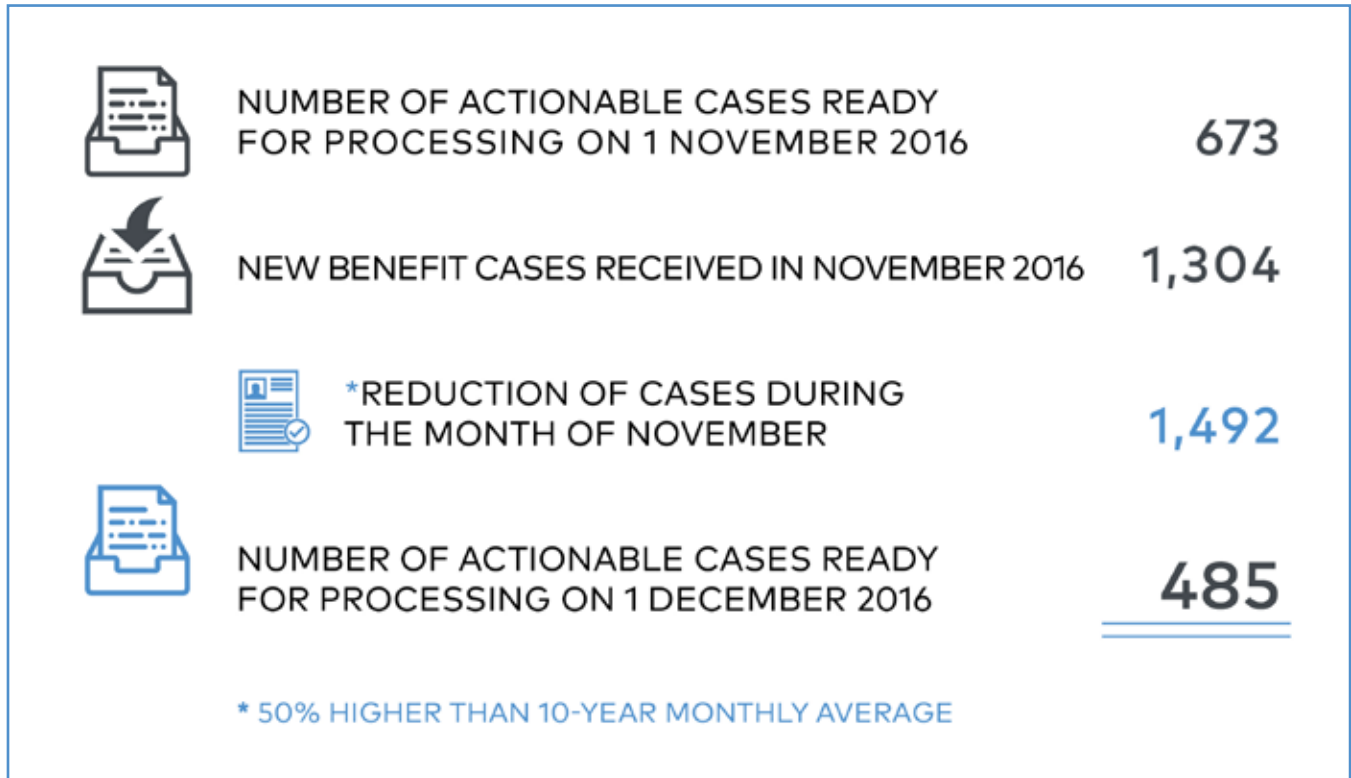
The Fund welcomes the on-going interest of participants and retirees and calls on all interested parties to read the documents linked to this report and to reach out to Associations of Former International Civil Servants (AFICS), the local Staff Pension Committees or the Fund's Secretariat both in New York or Geneva, if they have any questions. Factual and accurate information about the Fund and its activities is found in these documents and on the Fund's website.

New York  
21 December 2016

**NEWSLETTER**

**Highest Ever and More to Come**

In November, the Fund processed 1,492 separation cases. The Fund had 485 actionable cases waiting to be processed at the end of the month. This month 68% of the cases that the Fund received were processed in the same month.



Though the Fund continued to receive between 40-50% more cases per month, above the 10 year average, 1,304 in November, the Fund's operations, with support from its recently created task forces, are working at a very high level.

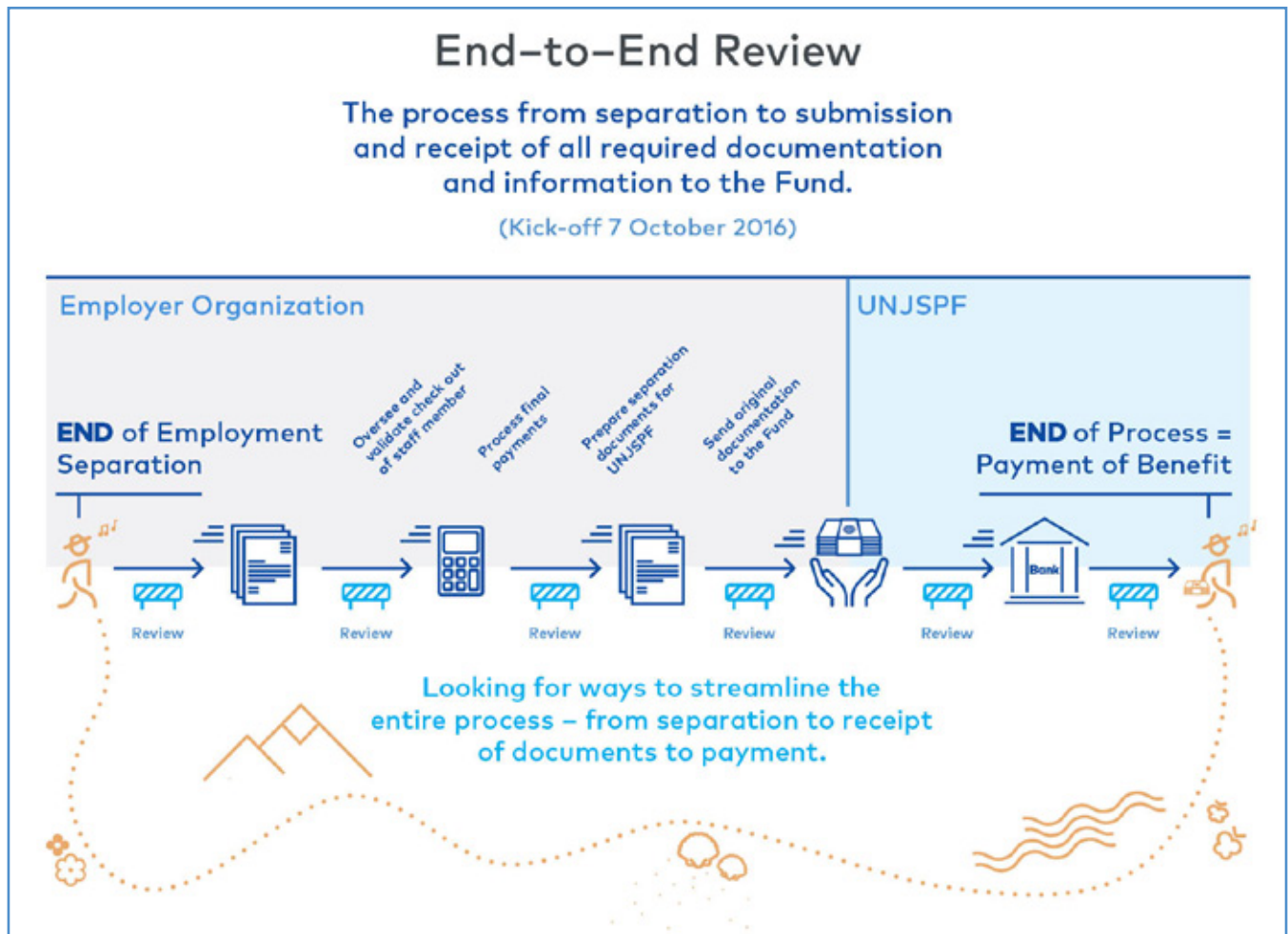
Over the last six months, on average the Fund processed some 1,300 cases per month.

**Emergency Cases**

If anyone knows of an outstanding case of a new retiree, a survivor of a retiree, or another urgent issue please send it to: [woodyear@unjspf.org](mailto:woodyear@unjspf.org)

**End-to-end Findings Trickle in**

As part of the end-to-end review that the Fund and a sample of its member organizations, including the United Nations, are conducting one of the initial findings is that there is an opportunity to redesign the way in which documents are submitted so that the overall timescale it takes for participants to receive their benefits on separation can be reduced.



## Member Self-Service Update

The Fund launched its Member Self-Service tool at the end of August 2016. This new, innovative tool gives Fund members the possibility of consulting their own accounts in real time. In the first four months nearly 60,000 participants, retirees and beneficiaries registered to use the new Service (<http://mss.unjspf.org/>). The Fund calls on all of its participants to register and especially recommends that staff who will soon separate from their employing organization register using a private e-mail account so that the Fund could contact them even if their official e-mail is no longer functioning.

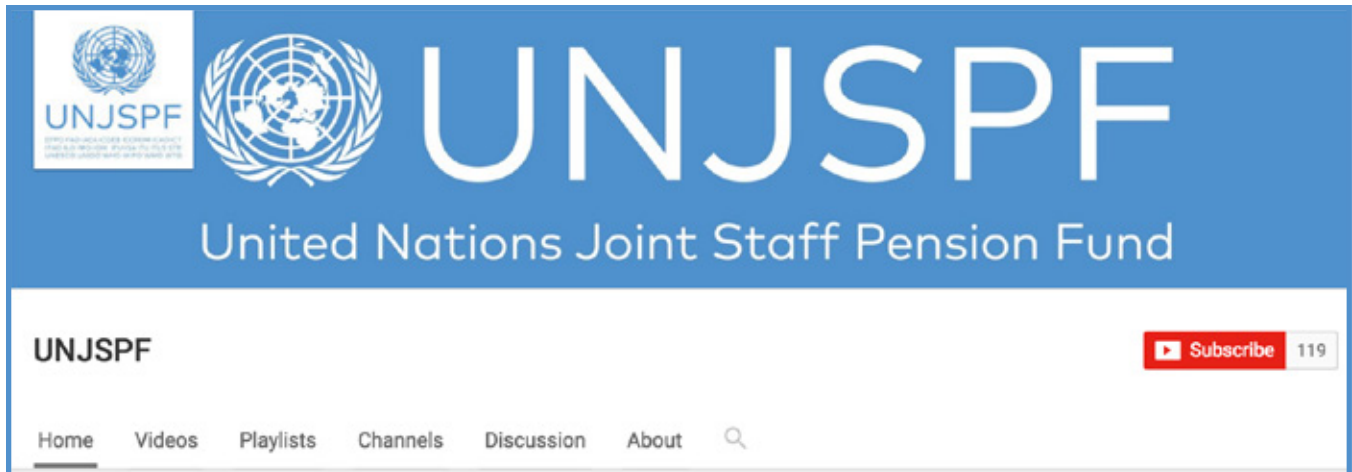
## UNJSPF's You Tube channel is a hit

As part of its outreach efforts to introduce participants, retirees, beneficiaries and partners to the Fund and to begin the development of how to videos, UNJSPF has established a You Tube page: <https://www.youtube.com/channel/UCIYus2IXTS2fV-wnDjOnbaQ>

The how-to video for setting up a Member Self-Service account was viewed more than 19,000 times and the videos on the page have more than 56,500 views.

## Town Halls 2016

In 2016 the Pension Fund passed a new threshold, holding the largest number of town hall meetings in one year in its history. Three town halls were held, in Vienna (UNOV) in July; Geneva (UNOG) in early December and at UN Headquarters in the second week of December. The town hall in Vienna was very well



attended; in Geneva and New York there was much less demand. Participants, retirees and beneficiaries were invited to all of the meetings.

The Chairman of the 63rd Pension Board and the CEO of the Fund participated in all of the meetings and the Representative of the Secretary-General participated in the meetings in Vienna and New York. The head of the investments division participated in the meeting in Geneva.

The purpose of the open meetings was to answer as many questions as possible about the Fund, and to allow the leadership of the Pension Board and the Fund to give direct feedback.

## Member Self-Service

The United Nations Joint Staff Pension Fund launched its Member Self-Service tool at the end of August 2016. This innovative tool will give members the possibility of consulting their own accounts in real time. As all service industries trend towards self-service solutions for their members so has the UN Pension Fund. "We are very pleased to make this long awaited service available," explained the Chief Executive Officer of the Fund Mr. Sergio Arvizú. The new service, which is more secure, will allow retirees,

beneficiaries and participants access to their own real-time account information and has special features facilitating their interaction with the Fund and their ability to review their own information. The United Nations Pension Fund employs 272 people, of which 187 service its 200,000 members living in more than 190 countries and territories. This new tool will greatly enhance service and the ability of the Fund to respond to its members' needs faster. For more information visit the UNJSPF Website [unjspf.org](http://unjspf.org).





## Hot off the Press

The official "Report of the United Nations Joint Staff Pension Fund" (A/71/9), 63rd session (14-22 July 2016) was published in New York on the 25 October 2016. Weighing in at 98 pages with 127 pages of annexes (18 in total), this comprehensive and authoritative overview of the State of the Fund is available on the Fund's website (UNJSPF.org) and on the United Nations Official Document System. If you want to know first-hand what the Board discussed, debated and recommended – read this report.

## Pensionable Remuneration

The new compensation package approved by the General Assembly, as developed by the ICSC, includes a new salary scale table and a new Pensionable Remuneration (PR) table which become effective 1 January 2017. The PR for all staff members on board before 1 January 2017 will remain the same or increase slightly. No one's PR will decrease at transition to the new PR table. See full Statement from UNJSPF ([www.UNJSPF.org](http://www.UNJSPF.org))

## Duty Station Visits

Fund Client Service staff visited UNOCI (Côte d'Ivoire) and (UNMIL) Liberia in November to speak to concerned staff in both peacekeeping operations. The two-person delegation met with hundreds of staff. They held town hall style meetings in English and in French; had one-on-one meetings; had focus group meetings for staff that will be separated in the coming weeks or months and met with mission human resource personnel to answer questions about the separation and the retirement process.

In 2016 UNOCI will separate between 600 and 700 staff members (300 left in June of this year), and the remaining staff will be released between March and June 2017. In UNMIL 200 staff separated at the end of June, and more are expected in the first six months of 2017.

The Fund has planned with the Department of Field Support to visit Afghanistan, Iraq, Kuwait, Lebanon, South Sudan, Darfur, the Central African Republic and the Democratic Republic of Congo in the first half of 2017.

## UNJSPF Emergency Fund Reaches out to Retirees in Haiti

The Pension Fund reached out to retirees and beneficiaries in Haiti in the aftermath of hurricane Mathew to facilitate one-time fixed payments to its members who officially reside in Haiti and were affected by the hurricane. Information about how to apply for this emergency assistance is on the Fund's website. The UNJSPF emergency fund was established in 1973 to provide prompt financial assistance when retirees or beneficiaries face exceptional circumstances causing hardship. Any retiree or beneficiary from any country is eligible to apply for assistance from the Emergency Fund.

## Aging Report

The new Integrated Pension Administration System (IPAS) makes it possible for the Fund to generate a report showing the amount of time that lapses between a staff member separating from his or her employer to the time that the Fund receives all documentation needed to process the benefit. Historically, some employing organizations have long delays in sending the separation documentation to the Fund, since they only release the separation documentation after HR and payroll issues have been settled or closed for the separating staff member. The Fund is also working on providing a tool for staff members who separate allowing them to see when all of their documents have arrived at the Fund through Member Self-Service. The Fund hopes to have this available in the first half of 2017.

## Actuarial Valuation

The last actuarial valuation of the Fund, which is done every two years, confirmed by Consulting Actuary and the Committee of Actuaries during the 2016 Board meeting, demonstrated a surplus of 0.16 percent of pensionable remuneration. The UNJSP Board welcomed this very encouraging result. It means that presently the UNJSPF is solidly funded.

As the Fund is maturing, which means that the number of retirees increases quicker than the number of new participants, the Fund will rely increasingly on the income generated by the investments of the Fund's assets. In order to maintain the Fund in a solid and well-funded position the Committee of Actuaries and the Consulting Actuary confirmed that it is necessary that the investments of the Fund's assets generate a long-term real rate of return of 3.5%.

On the 30th of November 2016 the Fund was valued at 53.62 billion USD.

The actuarial valuation of the Fund, performed by the Consulting Actuary, as of 31 December 2015, revealed a surplus of 0.16 per cent of pensionable remuneration (PR). This represents an improvement from the deficit of 0.72 per cent

of PR as at 31 December 2013. Furthermore, the current valuation result continues the positive trend since the 31 December 2011 actuarial valuation. The Fund is one of the very few well funded defined benefit plans in the world!

### Downward trend was Reversed and governance Strengthened



## Update on New Website

Some people have said that it reminds them of a website from the 1950s, others find it confusing, and a few seem to have grown fond of the UNJSPF.org site. The Fund has worked since September to launch a new site and to make it more intuitive, modern, smart-phone and tablet adaptable, and comprehensive. The Fund is working to launch the new website by the end of January 2017. Though it will take a few months to get all of the text revised, it will be accessible. The goal is to ensure that visitors find what they need quickly and easily.