

UNITED NATIONS



NATIONS UNIES

UNITED NATIONS JOINT STAFF PENSION FUND
CAISSE COMMUNE DES PENSIONS DU PERSONNEL DES NATIONS UNIES

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Annual Letter from the CEO

This letter, additional information and relevant forms are available on the Fund's website:

www.unjspf.org

New York, January 2005

Dear Participant/Retiree/Beneficiary,

In keeping with the long-standing practice of the Fund, I am writing to provide you with information on pension-related matters and developments that occurred during the year 2004. Updated information is also provided on the operations of the Fund and on the recent performance of the Fund's assets.

**NOTE TO RETIREES AND
BENEFICIARIES:**

**Adjustments to pension entitlements
on 1 April 2005**

At the outset, I would like to inform retirees and beneficiaries that there will be a 5.2 per cent adjustment of the United States dollar pension entitlements on 1 April 2005, based on the movement of the United States Consumer Price Index (US-CPI) over the two-year period December 2002 to December 2004; there had been no increase in April 2004

because the required minimum 2 per cent movement to trigger an adjustment had not been reached. For those who separated in 2004 or early 2005, the adjustment will be prorated. For those receiving the first adjustment since the award of their pensions, the increase will be reduced by 1.0 percentage point due to an economy measure taken in 1985. This reduction was initially set at 1.5 percentage points; however, in the light of an improvement in the actuarial situation, as reflected in the results of the last four valuations, the Board decided to lessen the reduction with effect from 1 April 2005.

For retirees and beneficiaries on the two-track pension adjustment system, the adjustment of the local-currency track amount on 1 April 2005 will vary according to the CPI movements in their respective countries of residence, provided that the 2 per cent threshold has been met.

Retirees and beneficiaries will be advised of the changes in the amounts of their pensions, if any, on the occasion of the payment of their April 2005 benefits, due either on 1 April for those who retired before 31 December 1984 or 1 May for those who retired on or after 31 December 1984.

Certificates of Entitlement (CE)

Pursuant to previous audit findings and recommendations, we have strengthened our reviews of the CEs to verify the continuing eligibility of retirees and beneficiaries to the benefits they are receiving. **In order to avoid suspension of a benefit payment, it is essential that retirees and beneficiaries complete and return on a timely basis the Certificate of Entitlement (CE) that the Fund sends out each year, usually in November. For those of you who do not return the CE by the second week of the following January, another CE will be mailed by the end of January. If the Fund receives no response by the end of April, your benefit may be suspended. Of course, once your CE is returned, your benefit will be reinstated retroactively.**

FREQUENTLY ASKED QUESTION

How can I check on the status of my Certificate of Entitlement (CE)?

With effect from January 2005, we have made available to all retirees and beneficiaries of the Fund a tracking feature that can be accessed through our website. This system will enable retirees and beneficiaries to find out whether their Certificates of Entitlement (CE) were received by the Fund. Access to this feature will require you to register through our website, so that a Personal Identification Number (PIN) can be mailed to your home address.

Monthly pension payments; change in payment instructions

For those receiving periodic pension payments, it is very important that you monitor regularly the receipt by your bank of our monthly remittances and inform us without delay of any missing payment. If there are changes in the name of your bank, in your account or in the transit/routing number of your bank, please inform us promptly, via the signed original form PF.23, to avoid any interruption in the payment of your benefit. In order to ensure the timely implementation of changes in payment instructions, such requests should reach the Fund at least six weeks prior to the intended date of implementation. Moreover, the Fund cannot act on the basis of cable, e-mail or faxed versions of the signed instructions. PF.23 forms can be accessed through the Fund's website on the internet (<http://www.unjspf.org>), or by making a request either to your former employing organization or directly to the Fund. You should also include your full name and your pension or retirement number on all correspondence.

FREQUENTLY ASKED QUESTION

Why is the total paid to my account less than the pension entitlement amount that the Fund cited at the time of my retirement?

In virtually all cases, where the total received is less than the pension entitlement amount cited by the Fund, the reduction is due either to bank charges levied in respect to the particular arrangements that are in place at your bank and/or a deduction relating to a premium due for your after-service health insurance coverage. Concerning the bank charges, you may wish to discuss the matter with your bank directly, to determine whether or not there is an alternative method of routing that might be more advantageous to you.

Family status, country of residence, mailing address

Retirees and beneficiaries need to apprise the Fund of any changes in their family status and country of residence (the latter, if they are on the two-track pension adjustment system and preferably via form PENS.E/11, which is available on the internet). Changes of mailing address must be reported to the Fund in writing, preferably via a completed form PF.23M, which is also available on the internet. We cannot accept requests for such a change in the form of a cable, e-mail, or fax, in lieu of an original signed letter or completed form PF.23M.

Deduction for after-service health insurance (ASHI)

As the Fund receives numerous inquiries in respect to after-service health insurance, I believe it continues to be useful to provide some general comments. Based on written authorization from retirees and beneficiaries, on standard forms prepared for this purpose by the insurance services/sections of member organizations of the Fund, the Fund, as a service to its retirees and beneficiaries, deducts from monthly pensions the premiums for after-service health insurance (ASHI). However, the Fund is not in a position to respond to questions concerning the level of premiums or the scope of insurance coverage. **All questions related to insurance, including the authorizations for ASHI premium deductions, should be addressed to the insurance section of the former employing organization and not to the Fund secretariat.** I would note that insurance premium deductions from pension benefits are not possible in respect of retirees and beneficiaries from some member organizations because of limitations on the processing facilities of those organizations.

UNJSPF annual statement of benefits

The Fund also issues a “Statement of Benefits” for tax purposes in respect to benefits paid during the year. These statements are provided initially upon request. It should be noted, however, that once you have requested an annual statement of benefits, you will receive a statement in each subsequent year on an automatic

basis. The statements are normally transmitted within the first six weeks of each new year.

It should be noted that statements issued by the Fund for tax purposes reflect the full actual pension benefits, i.e. before any ASHI deductions.

Retiree and beneficiary associations

Retirees and their beneficiaries should be aware of the valuable information and assistance that can be obtained from the Federation of Associations of Former International Civil Servants (FAFICS) and its member associations. Established in 1975 by the then existing retiree associations in Geneva, Rome, Paris and New York, the membership of FAFICS reached thirty-two retiree associations in 2004. The Federation's membership is constantly growing as a result of new associations in Africa, Asia, and Latin America. FAFICS represents and protects the interests of its member associations, especially in matters of pensions, health insurance and related questions.

These associations, through the experiences of their respective members, serve as knowledgeable sources of information and advice, not only on pension-related matters but also on the laws and other aspects of life in countries around the world. They continue to act as "partners" to the Pension Fund secretariat and to the member organizations, through their support and assistance. More specifically, FAFICS and its member associations provide invaluable assistance to retirees and beneficiaries in resolving problems,

which may be encountered with the Fund's Certificate of Entitlement process. FAFICS representatives participate actively and effectively in the sessions of the Pension Board and its Standing Committee.

Further information about FAFICS and its member associations can be found on the internet web site of AFICS-New York at

www.un.org/other/afics/whatisfafics.

Annex I.A to this letter contains an updated list of the member associations of FAFICS and their addresses.

Please note the addresses provided in respect of three new member associations of FAFICS: AFICS-Bolivia, APUNG-Greece and AUNPP-Pakistan. The addresses of retiree associations in the Democratic Republic of the Congo (Kinshasa), Costa Rica, Cuba, Ecuador, Fiji, Ghana, Mauritius, Kenya, Namibia, the Netherlands, Nigeria, Romania, Somalia and Tanzania, which have not yet been formally admitted to FAFICS, can be found in the list of non-FAFICS associations (annex I.B). The associations in the Netherlands and Somalia are new entries to this list.

In the Geneva area, I should note that in addition to the cross-organizational, FAFICS-affiliated Association of Former International Civil Servants (AAFI-AFICS) assistance continues to be provided by associations formed by retirees from other Geneva-based associations, at the ILO, ITC, ITU, GATT/WTO and WHO. A new Association of Former WMO Staff (Amicale), established in 2004, has been added to this list. A list of these

associations, along with their respective contact points, is contained in annex I.C.

Emergency Fund assistance

I would remind retirees and beneficiaries that an Emergency Fund was established to alleviate somewhat the financial hardships due to illness, infirmities of old age or similar causes which may arise for recipients of small pensions, by providing aid in individual cases of proven emergency. Please note that the Emergency Fund is not a source for supplementing pensions, which the recipient considers inadequate, and it does not provide loans nor does it serve as a substitute for medical insurance.

It should also be recalled that the CEO's January 1999 annual letter contained detailed information regarding the assistance available to retirees and beneficiaries from the Emergency Fund and/or other sources, to alleviate financial hardship. This information can be accessed through the Fund's website on the Internet (<http://www.unjspf.org>). If you do not have access to the Internet, a copy of the January 1999 letter can be obtained from the pension secretariat of your former employing organization. With further reference to emergency assistance, I would recall that a number of member associations of FAFICS (as listed in annex I.A) also provide special assistance. For example the Former FAO and Other UN Staff Association (FFOA) has established an "Emergency Fund" to assist its members;" the Association of Former Staff Members of UNESCO (AAFU/AFUS) also assists those of its members who find themselves in a difficult financial situation, by means of interest-free loans or grants; and AFICS (NY) has a

Charities Foundation that can assist retired international civil servants, their survivors and dependants. In addition, and in response to a recommendation by the 2002 FAFICS Council, AAFI-AFICS has reaffirmed that its Solidarity Fund's aim is to provide financial help to former international civil servants who find themselves in difficult circumstances, irrespective of whether they are members of the Association and whether they reside in the Geneva region or elsewhere in the world. The Section of Former Officials of the ILO is also administering a Solidarity Fund, to which all former staff members of the International Labour Office may apply for assistance, irrespective of whether they are members of the Section.

NOTE TO ACTIVE PARTICIPANTS, RETIREES AND BENEFICIARIES:

New booklet on Participation is now available on the website.

Benefits processing upon separation from service: online estimates and forms

In the event you plan to separate from service in the near future, you may wish to refer to annex II of this letter or to the more extensive information provided in annex I of the January 1999 annual letter. For your easy reference, previous annual letters can be accessed through the Fund's website on the internet (<http://www.unjspf.org>); **online estimates of pension benefits, other pension information and forms, including the Fund's Regulations and Rules and the various booklets on specific Fund**

related topics, can also be found at this site. If you do not have access to the Internet, a copy of the January 1999 letter can be obtained from the pension secretariat of your present or former employing organization. Also available on the website, under the heading “Forms”, is a list of forms used by the Fund. Some of the more frequently used forms are indicated in the box below:

Frequently Used Forms	
PF23, PF23A, – PF23B	Change of Payment Instructions
PF23M –	Change of Mailing Address
PENS A/2 –	Designation of Beneficiary
PENS E/2, E/6, E/7, E/8 –	Instructions for Payment
PENS E/10 –	Request for Two Track

within the Fund secretariat. In this connection, I would also note that due to the UN security policy, incoming mail may be required to go through an external screening process, which could result in delays in turnaround time. In order to ensure appropriate recording, routing and expeditious handling of your requests, it would be appreciated if you could use the following matrix when contacting the Fund:

Channels for efficient communication with the Fund

Before updating you on the current situation of the Fund, I would like to recall the appropriate contact points and channels that should be used, by all active participants, retirees and beneficiaries, when communicating with the Fund. The Fund has systems in place designed to deal with the heavy volume of correspondence received from over 137,000 active participants, retirees and beneficiaries, working and/or residing in over 190 countries worldwide. These systems include a quality review mechanism, which has been put in place to ensure a reasonable turnaround in response time, as well as expeditious handling of cases in which follow-up inquiries had to be made. It is also intended to ensure that inquiries and the related documentation are not misrouted

ACTIVE PARTICIPANTS

Active participants of the Fund should address their queries directly to the Secretary of their organization's local Staff Pension Committee. A list of the Member Organizations is provided in article 3 of the Regulations of the Fund.

RETIREES and BENEFICIARIES

Depending on where you reside, it might be more convenient to contact the New York or Geneva office, recalling that the complete transparency of the Fund's systems and operations ensures that action will be taken by the appropriate personnel, irrespective of the office of receipt.

New York	Geneva
By telephone: 1 (212) 963-6931 By fax: 1(212) 963-3146 By e-mail: UNJSPF@UN.ORG In person: Room S-745 By letter: Ms. Dulcie Bull, Chief of Operations United Nations Joint Staff Pension Fund United Nations New York, NY 10017 USA	By telephone: (41) (22) 917-1824 By fax: (41) (22) 917-0004 By e-mail: JSPFGVA@UNOG.CH In person: Room PN D.108 By letter: Mr. Gilbert Ferrari, Chief of Geneva Office United Nations Joint Staff Pension Fund Palais des Nations 8-14 avenue de la Paix CH-1211 Geneva 10 Switzerland

Operations of the Fund: continued increases

The number of member organizations of the Fund has increased to 21, following the General Assembly's approval to admit the Inter-Parliamentary Union with effect from 1 January 2005. The total active participant population increased from 82,715 to 85,245 (3.1 per cent) during the period 1 January through 31 December 2003. The number of periodic benefits in award (including children's benefits) increased during the same period from 51,028 to 52,496 (2.9 per cent). It is anticipated that the end-of-2004 data will reflect higher numbers for

both active participants and benefits in award; however the final figures will be known only when the year-end reports of the Fund's member organizations have been received and reconciled.

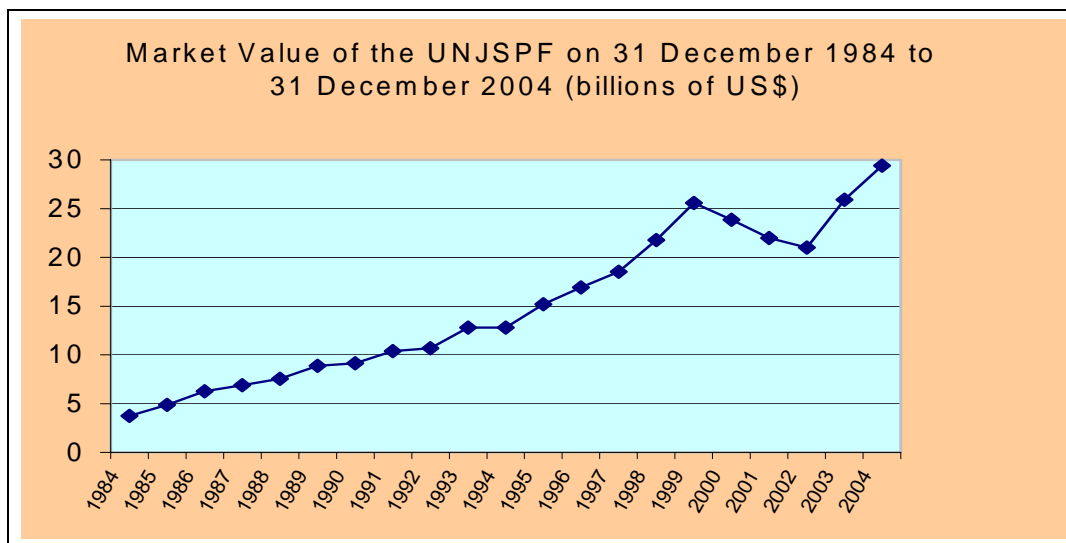
In 2004, the annual benefit payments by the Fund amounted to 1.3 billion US dollars, with payments having been made in 15 currencies in over 190 countries.

Investments of the Fund: favourable results for the year 2004

As of 31 March 2004 - the normal reporting date used in the reports of the representative of the Secretary-General to the Pension Board - the market value of the assets of the Fund stood at \$26,589 million, as against \$20,741 million a year earlier: an increase of 28.2 per cent. The total investment return, which takes into account timing of cash flow for the same period, was 28.7 per cent, which after adjustment for the United States consumer price index (CPI) represents a

real rate of return of 26.5 per cent. It should be noted that as of 31 December 2004, the market value of the Fund's assets had increased to \$29,420 million, as against \$25,972 million at the end of December 2003. This represents an increase for the year of 13.3 per cent.

The graph below provides an illustration of the long-term growth of the Fund, reflecting year-end market values from 1984 to 2004.



It must be recalled that short-term variations in the market value of the assets of the Fund are an inevitable result of fluctuations in the financial markets and in the value of the US dollar in relation to other currencies in which the Fund is invested. Since the retirement and other related benefits of the UN pension system

are secured through the assets of the Fund, the long-term investment objectives of the Fund are, firstly, to preserve the principal of the Fund in real terms and secondly, to obtain an optimal investment return over the long-term while avoiding undue risk. In this connection, I am pleased to note that the compound annual

rate of return for the 44-year period ending 31 March 2004 was 8.6 per cent. This represents a yearly real rate of return of 4.1 per cent for the same period, after adjustment by the United States Consumer Price Index. The table below provides longer-term perspectives of the investment returns:

Compound annual rates of return for selected periods ending 31 March 2004						
	5 years %	10 years %	15 years %	20 years %	25 years %	44 years %
Nominal	4.6	8.6	9.0	10.7	10.7	8.6
Real (inflation-adjusted)	1.9	6.1	5.9	7.4	6.4	4.1

The management of the Fund's investments continues to be based on maintaining a careful balance between risk and reward expectations over the medium to long term. In order to reduce risk and improve long-term returns, the structure of the Fund's portfolio is widely diversified as regards (a) the distribution of the Fund's investments among stocks, bonds, real-estate related investments and cash; (b) the markets in which the funds are invested and their weightings in the portfolio; and (c) the selection of individual securities. The market value of the assets of the Fund, expressed in United States dollars, will also be affected by the strength or weakness of other currencies against the dollar.

As of 31 December 2004 the distribution of the assets by type of investment was as follows: 62.5 per cent in equities, 25.7 per cent in bonds, 5.5 per cent in real-estate related instruments and 6.3 per cent in short-term holdings. The assets were invested in 42 countries (including emerging markets), in regional

institutions and international institutions, and in institutional investment trusts; as regards currencies, 48.3 per cent of the investments were in United States dollars and the remaining 51.7 per cent in 25 other currencies; 20.5 per cent of the investments were in euros.

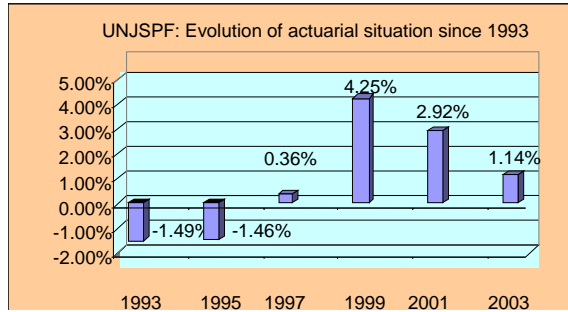
Actuarial position of the Fund: fourth consecutive surplus

Actuarial valuations are undertaken every two years to determine whether the present and estimated future assets of the Fund will be sufficient to meet its present and estimated future liabilities, using various sets of assumptions as to future economic and demographic developments.

The Regular Valuation, as at 31 December 2003, revealed a fourth consecutive surplus, amounting to 1.14 per cent of pensionable remuneration. The three previous valuations, those as of 31 December 2001, 31 December 1999 and 31 December 1997, had revealed surpluses of 2.92, 4.25 and 0.36 per cent of pensionable remuneration, respectively.

The current surplus of 1.14 per cent means that the theoretical contribution rate required to achieve balance between long-term liabilities and the Fund's financial resources was 22.56 per cent of pensionable remuneration, as against the actual contribution rate of 23.70 per cent. The regular valuation, performed as at 31 December 2003, used the three following economic assumptions: (a) a rate of increase in pensionable remuneration of 4.50 per cent per annum; (b) a rate of nominal investment return of 7.50 per cent per annum; (c) a rate of inflation of 4.00 per

cent per annum; and a “zero participant growth assumption.” The following graph illustrates the results of the regular actuarial valuations, over the last six valuation periods:



Another analysis that is carried out in conjunction with the valuation is the determination of funding ratios. This analysis assists the Board in its assessment of the financial position of the Fund on a current rather than projected basis. The funding ratios are comparisons of the current assets of the Fund with the value of the accrued benefits (liabilities) on the given valuation date and are calculated on a “plan termination basis.” With respect to its liabilities on 31 December 2003, the Fund was found to be in a strongly funded position, as it has been for the past seven valuations. The current funded ratio is 144.5 per cent, which was obtained by dividing the actuarial value of assets (i.e. \$25,237.4 million) by the actuarial value of the accrued benefits (i.e. \$17,470.4 million). The ratio therefore indicates there is a 44.5 per cent security margin. The funded ratio is lower if account is taken of the current system of pension adjustments, whereby benefits are adjusted for inflation. The following table illustrates the funded ratios from 1993 to 2003, both without, as well as with, pension adjustments after award:

Funded Ratios for Valuations as of 31 December 1993 – 2003						
	1993	1995	1997	1999	2001	2003
Without pension adjustments	136	132	141	180	161	145
With pension adjustments	81	81	88	113	106	95

Based on the results of the latest actuarial valuation, the Committee of Actuaries and the Consulting Actuary were of the opinion that the present contribution rate of 23.70 per cent is sufficient to meet the benefit requirements under the Plan. The Pension Board approved their statement on the actuarial position of the Fund.

Other notable developments

Changes made in the Pension Adjustment System of the UNJSPF

During its 52nd session, which was held in Montreal from 13 to 23 July 2004, the Pension Board recommended two amendments to the Pension Adjustment System of the Fund. I am pleased to announce that as reflected in its Resolution (A/RES/59/269), the General Assembly approved, with effect from 1 April 2005: (a) a phased approach towards the elimination of the 1.5 percentage points reduction in the first consumer price index adjustments, whereby for initial adjustments after separation, an initial reduction of 1.0 percentage point will be applied instead of 1.5 percentage points and a 0.5 percentage point increase will be applied on the occasion of the next adjustment due in respect to existing retirees and beneficiaries who already had the 1.5 per cent reduction applied to their benefits; and (b) the addition of a new provision under the two-track pension adjustment system for an adjustable minimum

guarantee at 80 per cent of the United States dollar-track amount. The text of the respective changes to paragraphs 20 and 23 of the Pension Adjustment System is provided in annex III of this letter. It should be stressed that while the effective date for both amendments is 1 April 2005, programming requirements may result in minor delays in the actual implementation of the 0.5 percentage point increase due to existing retirees and beneficiaries who have already had the original 1.5 percentage points reduction applied to their benefits. The payments will be retroactive to 1 April 2005.

It should be noted that the Pension Board intends to address in 2006, subject to a favourable actuarial valuation as at 31 December 2005, the possible total elimination of the balance of the 1.5 percentage points reduction and, on an equal footing, the possible elimination of the limitation on the right to restoration based on length of prior service.

Relocation of the Fund's New York office

In June 2004, the Fund signed a 16-year lease agreement for new office space at 1 Dag Hammarskjold Plaza. The new space, which is located in close proximity to the United Nations secretariat building in New York, will accommodate the Fund's New York office, including its Investment Management Service. It should be noted that the relocation is expected to take place during the spring of 2005. You will be advised of the Fund's new channels for communication in next year's annual letter. In the meantime, you should continue to use the contact information provided in the earlier section of this letter.

Revised budget estimates for the 2004-2005 biennium

The General Assembly also approved the Pension Board's recommendation for additional resources to cover estimated construction and renovation work and the purchase of furniture and equipment for the new office accommodations. The increase also covers the costs for implementation of the approved changes in the Pension Adjustment System.

Transfer agreements

The Pension Board approved, and the General Assembly concurred with, the Fund's revised transfer agreements with the Organization for Security and Cooperation in Europe and the World Trade Organization. The Assembly also concurred with the new transfer agreements of the Fund with the Universal Postal Union and the Preparatory Commission for the Comprehensive Nuclear-Test-Ban Treaty Organization. All four agreements became effective on 1 January 2005 and were concluded in accordance with article 13 of the Regulations of the Fund.

Size and Composition of the Pension Board and its Standing Committee

A report of the Pension Board's Working Group established to review the size and composition of the Board and its Standing Committee was also considered in 2004. On the basis of additional information that emerged during the discussions in the Board, the Working Group will provide a progress report to the Standing Committee in 2005 and a full report to the Board in 2006. Pending final agreement on the

size and composition of the Board and Standing Committee, the Board agreed to modify the current composition of the Standing Committee by the addition of one alternate member, to be drawn from the members of the United Nations Staff Pension Committee that are elected by the General Assembly.

ICSC collaboration

The Board also agreed on arrangements in respect to the comprehensive review of pensionable remuneration that will be carried out, in 2005 and 2006, by the International Civil Service Commission in close cooperation with the Pension Board.

New banking arrangements

During the latter part of 2004, the secretariat of the Pension Fund successfully completed a major project to overhaul its banking arrangements. Following extensive review of the previous arrangements, it was determined that a single payment date for the issuance of periodic benefits for all beneficiaries should be established. That date was initially fixed as the last working day of the month. In recognition of the timing issues involved in making international payments through various banking systems, namely the inevitable delays between the date of the debit to the Fund's accounts (for the Fund, the value date is the date on which the Fund's bank account is debited) and the timing of the actual credit to the retiree's or beneficiary's account, the Fund decided to advance its own value date by one day for all benefits paid outside the United States.

My January 2004 Annual Letter clearly set out the reasons for the changes in banking arrangements and also pointed out that the date of actual credit to a retiree's or beneficiary's account would depend upon particular arrangements and differences in processing time by correspondent banks and geographic locations. The Fund clearly cannot guarantee that 55,000 retirees and beneficiaries, with a myriad of payment instructions in 190 countries, would receive their benefit on any given day, but with the change to the date upon which its accounts are debited, the Fund has made a significant effort to ensure that most retirees and beneficiaries will receive payments within a reasonable time.

In general, the arrangements that have been secured by the Fund, after a competitive bidding process, have been beneficial for the Fund and have improved or maintained levels of service for the majority of retirees and beneficiaries. As with any major change, some difficulties have been encountered; however, please be assured that the Fund is working actively to resolve them with its bank and to ensure that you continue to receive the highest level of service we can provide.

Enhanced website

The Fund's website (www.unjspf.org) continued to evolve during 2004 and now includes several new features that have been added for your convenience. Retirees and beneficiaries accessing the site can now generate local track estimates under the two-track system of adjustment. Existing retirees and their beneficiaries may also

check to ensure that the Fund has received their Certificates of Entitlement (CE). Access to these enhancements will require a Personal Identification Number (PIN), which will be mailed to your home address following registration through the Fund's website. Active participants will also see additional features available on the enhanced site.

Active participants should recall that their annual statements are available on the website.

Those who have applied for a benefit will be able to follow the status of their case via the Status Tracking System. The process for generating and obtaining online estimates has also been simplified. Access to these enhancements will require a password, which will be transmitted via email after you register on-line. Please visit www.unjspf.org in order to obtain more details and to take full advantage of the new features which are now available.

Major issues to be considered by the Standing Committee in 2005

The Standing Committee will meet in July 2005 at UN Headquarters in New York. The major substantive items on its agenda will be the budget of the Fund for the biennium 2006-2007, the investments of the Fund, and the valuation methodology and assumptions for the actuarial valuation of the Fund to be carried out as at 31 December 2005.

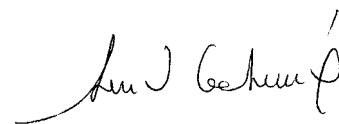
You will be advised in the next annual letter of developments on these issues, of additional matters that may be considered by the Standing Committee, and the relevant decisions taken by the General Assembly in 2005.

You may wish to note the following dates for some of the more important meetings to be held in 2005:

Standing Committee:	5-8 July (NY)
Committee of Actuaries:	6-8 June (Geneva)
Investments Committee:	7 February 9 May 12 September 21 November
Senior Management meetings:	18 January 5 April 14 June 11 October

Finally, on behalf of the secretariat of the Fund, I wish to convey a special note of appreciation to the many participants, retirees and beneficiaries who sent their greetings and wishes for the holiday season. I also wish to convey to all of you, and to your families, the Fund's best wishes for a healthy and happy New Year.

Yours sincerely,



Bernard Cochemé
Chief Executive Officer

Annex I

A. Federation of Associations of Former International Civil Servants (FAFICS)

When you have queries about various pension matters and need to seek advice, FAFICS, or any of its member associations listed below can help you. A complete list is also published on the AFICS (New York) Website at www.un.org/other/afics. It should be noted that the Federation of Associations of Former International Civil Servants (FAFICS) represents the retirees and their beneficiaries on the United Nations Joint Staff Pension Board and on its Standing Committee.

<p>President:</p> <p>Mr. Witold Zyss FAFICS President, c/o AAFU/AFUS UNESCO, bureau 7B3.07 1 rue Miollis FR-75732 PARIS Cedex 15 France</p> <p>President's home address:</p> <p>11, Villa Croix Nivert FR-75015 PARIS France</p> <p>Secretariat:</p> <p>Room A-851/A-853 Palais des Nations CH-1211 GENEVA 10 Switzerland</p> <p>Secretary: Mr. Anders Tholle</p> <p>Assistant Secretary: Ms. Lydia Ontal c/o Room DC-1-580 United Nations New York, NY 10017 USA</p> <p>Treasurer: Mr. Juan Mateu Room A-851 Palais des Nations, Geneva Switzerland</p>	<p>Tel: [33] (1) 45 68 46 55 Fax: [33] (1) 45 68 57 79 afus@unesco.org (for Zyss)</p> <p>Tel. [33] (1) 45 67 48 25 Fax. [33] (1) 40 61 07 46 wzyss@wanadoo.fr</p> <p>Tel: [41] (22) 917 22 25 Fax: [41] (22) 917 00 75 (for FAFICS) fafics@un.org</p> <p>Tel. [41] (22) 917 22 25 Home tel. [41] (24) 477 35 51 atholle@unog.ch tholle@cytanet.com.cy</p> <p>Tel. [1] (212) 963 8130 ontall@un.org</p> <p>Tel. [41] (22) 917 22 23 Home tel. [33] (4) 50 953 107 juanmateu@aol.com</p>
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FAFICS' MEMBER ASSOCIATIONS

<p>ARGENTINA Asociación de Ex-Funcionarios de las Naciones Unidas de Argentina (AFICS Argentina) c/o OPS/OMS M.T. de Alvear 684, 3e Piso AR - C1058AAH BUENOS AIRES</p> <p>Tel: [54](11) 4312 5301 x238 Fax: [54](11) 4311 9151 afics@arg.ops-oms.org</p>	<p>AUSTRALIA Australian Association of Former International Civil Servants (AAFICS) c/o Dr. John Hirshman 212 Old South Head Road AU - VAUCLUSE, NSW 2030</p> <p>Tel: [61] (2) 9337 5839 Fax: [61] (2) 9313 6185 j.hirshman@unsw.edu.au</p>
<p>AUSTRIA Association of Retired International Civil Servants in Austria (ARICSA) Room C-0262 Vienna International Centre P.O. Box 100 AT- 1400 VIENNA</p> <p>Tel: [43] (1) 2600 26116 aricsa@iaea.org</p>	<p>BOLIVIA Asociación Boliviana de Ex Funcionarios de las Naciones Unidas (AFICS-Bolivia) Casilla 972 La Paz BOLIVIA</p> <p>Tel : [591] 2 279 0559 Fax. [591] 2 279 2852 malintzin@accelerate.com</p>
<p>BRAZIL Associação de Antigos Funcionários Internacionais no Brasil (AAFIB) Centro de Informações da ONU Palácio Itamaraty Av. Marechal Floriano 196 BR – 20080-002 RIO DE JANEIRO</p> <p>Tel : [55] (21) 2511 2168 Fax: [55] (21) 2428 6704 carlosagoulart@ig.com.br</p>	<p>BURKINA FASO Association des Anciens Fonctionnaires des Nations Unies au Burkina Faso (AAFNU-BF) c/o UNIC Ouagadougou 01 BP 135 BF-OUAGADOUGOU 01</p> <p>Tel [226] 38 49 96 Fax: [226] 36 00 87 sperado@cenatrin.bf</p>
<p>CANADA Canadian Association of Former International Civil Servants (CAFICS/ACAFI) c/o ICAO 999 University Street CA - MONTREAL, Qué H3C 5H7</p> <p>Tel: [1] (514) 954-8219, ext.7064 acafi.cafics@icao.int</p>	<p>CHILE Asociación de Ex-Funcionarios de Naciones Unidas en Chile (AFICS Santiago) Edificio Naciones Unidas, Office Z-119 Avenida Dag Hammarskjöld Casilla 179 D SANTIAGO DE CHILE</p> <p>Tel: [56] (2) 210 2282 afics@eclac.cl</p>
<p>COLOMBIA Asociación de Pensionados de Naciones Unidas en Colombia (ASOPENUC) Apartado Aéreo 90423 Calle 98 No 8-56 SANTAFE DE BOGOTA</p> <p>Tel: [57] (1) 691 6949 Fax: [57] (1) 236 6252 asopenuc@hotmail.com</p>	<p>CONGO Association Congolaise des Anciens Fonctionnaires des Nations Unies (ACAFNU) s/c du PNUD B.P. 465 CG-BRAZZAVILLE</p> <p>acafnu_president@yahoo.fr</p>
<p>EGYPT Association of Former International Civil Servants (AFICS Egypt) c/o UNDP Resident Coordinator, UNDP Office 4th Floor World Trade Center Building P.O. Box 982 CAIRO</p> <p>Tel: [20] (2) 735 6057 Fax: [20] (2) 760 1041 aficsegypt@yahoo.com afics@mail.unesco.org.eg</p>	<p>ETHIOPIA Association of Former International Civil Servants (AFICS Addis Ababa) c/o Economic Commission for Africa PO Box 3001 ADDIS ABABA</p> <p>Tel: [251] (1) 443270/1 Fax: [251] (1) 514416 tteshome@uneca.org</p>

<p>FRANCE Association des anciens fonctionnaires de l'UNESCO (AAFU/AFUS) UNESCO, Bureau 7B3.07 1 rue Miollis FR - 75732 PARIS Cedex 15</p> <p>Tel: [33](1) 45 68 46 55 or [33](1) 45 68 46 50 Fax: [33](1) 45 68 57 79 afus@unesco.org www.unesco.org/afus</p>	<p>GREECE Association of Personnel of the United Nations (APUNG) Solomou 25 ATHENS 10682</p> <p>Tel. [30] 210 984 2950 Fax. [30] 210 988 0265 ecacouris@hol.gr</p>
<p>INDIA - (Bangalore) Association of Former United Nations Personnel in and of India (AFUNPI) P.O.Box 25019 Museum Road BANGALORE 560 025</p> <p>Tel: [91] (80) 229 0732 afunpi@hotmail.com</p>	<p>INDIA - (New Delhi) United Nations Pensioners' Association (UNPA) B-32 (FF) Panchsheel Enclave NEW DELHI 110 017</p> <p>Tel: [91] (11) 2649 7347 (no e-mail address available, for correspondence please use postal address)</p>
<p>INDONESIA Association of Former United Nations Personnel and Retirees (AFUNPR) c/o UNDP Office Manera Thamrin, 7th Floor Jalan M.H. Thanrin Kav.3 P.O. Box 2338 Jakarta Pusat 10250</p> <p>Tel: [62] (21) 314-1308 ext.720 Fax: [62] (21) 314-5251 un.pension.id@undp.org</p>	<p>ITALY - (Rome) Former FAO and other UN Staff Association (FFOA) c/o FAO Viale delle Terme de Caracalla IT - 00100 ROMA</p> <p>Tel: [39] (06) 57054862 or [39] (06) 57055916 or [39] (06) 57055623 Fax: [39] (06) 57053152 ffoa@fao.org</p>
<p>ITALY - (Torino) Former Officials Association (FOA) International Training Centre of the ILO Viale Maestri del Lavoro 10 IT - 10127 TORINO</p> <p>Tel: [39] (11) 6936 057 Fax: [39] (11) 638 842 foa@itcilo.it</p>	<p>LEBANON Association of Former International Civil Servants (AFICS/Beirut) c/o UNDP, UN House P.O. Box 11-3216 LB – BEIRUT</p> <p>aficsa@un.org</p>
<p>MALI Association malienne des Anciens Fonctionnaires internationaux des Nations Unies (AMAFINU) c/o PNUD B.P. 120 - Badalabougou Est BAMAKO</p> <p>Tel: [223] 224 380 Fax: [223] 226 298 amafinu@undp.org</p>	<p>MEXICO Asociación de Ex Funcionarios de las Naciones Unidas en México (AFPNU-Mexico) Presidente Masaryk 29 Apartado Postal 6-718 MEXICO D.F. 11570</p> <p>Tel: [52] (5) 260 9646 Fax: [52] (5) 531 1151 excepal@un.org.mx</p>
<p>NEW ZEALAND N.Z. Association of Former U.N. Officials (AFUNO-New Zealand) c/o Mr. Ed. Dowding 16A Moore St. NZ - BIRKENHEAD, Auckland 1310</p> <p>Tel: [64] (9) 418 4166 or 372 8337 eudowding@xtra.co.nz</p>	<p>PAKISTAN Association of UN Pensioners in Pakistan (AUNPP) Bungalow No. 15, Street No. 5, F-8/3 ISLAMBAD</p> <p>Tel : [92] 51 2254982 dransarali@yahoo.com</p>
<p>PARAGUAY Asociación Paraguaya de Ex Funcionarios de Organismos des Naciones Unidas (APEFUNO/AFICS Paraguay) Edificio Naciones Unidas Saravi Mariscal López ASUNCION</p> <p>Tel: [595] (21) 611 980 (ext. 141) afics.py@undp.org</p>	<p>RUSSIAN FEDERATION Association of Former International Civil Servants (AFICS Moscow) c/o UNIC Moscow 4 Glazovsky per. RU - MOSCOW 121002</p> <p>Tel: [7] (095) 787 2181 Fax: [7] (095) 230 2138 or [7] (095) 787 2181 aficsmoscow@undp.ru</p>

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Association of Former International Civil Servants (AFICS – Sri Lanka) c/o Dr. Adrian Senadhira 95, Barnes Place, COLOMBO 7	Tel: [94] (11) 268 4897 adriansena@yahoo.co.uk
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Association of Former International Civil Servants (AFICS Thailand) 4th Floor Service Building United Nations Building BANGKOK 10200	Tel: [66] (2) 288 1890 Fax: [66] (2) 674 0441 escap_un_retiirees.unescap@un.org
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Association of Former International Civil Servants (New York) (AFICS (NY)) Room DC1-0580 United Nations New York, NY 10017 USA	Tel: [1] (212) 963 2943 Fax: [1] (212) 963 5702 afics@un.org www.un.org/other/afics

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Association des anciens fonctionnaires internationaux / Association of Former International Civil Servants (AAFI-AFICS) Room C.542-1 Palais des Nations CH - 1211 GENEVE 10	Tel: [41] (22) 917 3330 Chairman: [41] (22) 917 2626 Fax: [41] (22) 917 0075 aafi-afics@unog.ch www.unog.ch/afics/afics.htm
UNITED KINGDOM*	
British Association of Former United Nations Civil Servants (BAFUNCS) c/o United Nations Association, 3 Whitehall Court UK - LONDON SW1A 2EL	Tel: [44] (20) 7930 2931 bafuncs@globalnet.co.uk
URUGUAY	
Asociación de Ex-Funcionarios de las Naciones Unidas en Uruguay (AFICS Uruguay) c/o UNDP Javier Barrios Amorin 870 P.3 Casilla de Correo 1207 - Correo Central UY - 11200 MONTEVIDEO	Tel: [598] (2) 412 3357 or [598] (2) 412 3359 Fax: [598] (2) 412 3360 aficsuruguay@adinet.com.uy

* The BAFUNCS Benevolent Fund is accessible to all UN and UN Agency ex-employees (or their spouses, widows/widowers, or other dependants) who are now resident in the UK. They do not have to be in receipt of a UN pension nor do they need to be members of BAFUNCS. The Trustees of the Fund will consider any case of temporary financial embarrassment, unexpected expense of specific hardship and may offer a non-refundable cash grant or a short-term interest free loan. This Fund cannot be used to pay BAFUNCS membership fees. The Trustees must be able to verify the validity of an application and the claimant may be put in touch with a nearby member of BAFUNCS especially charged with this responsibility. All information is treated with complete confidentiality. Applications for assistance or requests for further information should be addressed to:

The Clerk/Treasurer
BAFUNCS Benevolent Fund
41 Riverine, Grosvenor Drive
Maidenhead, Berks SL6 8PF
United Kingdom

B. Other associations not yet affiliated with FAFICS

<p>DEMOCRATIC REPUBLIC OF THE CONGO Association de Retraités des Nations Unies au Congo (ARNUC) c/o PNUD B.P. 7248 Kinshasha, Gombe</p> <p style="text-align: right;">arnuc@yahoo.fr</p>	<p>COSTA RICA Asociación Costarricense de Ex-Funcionarios de Naciones Unidas (ACEFUN) c/o Luis Gerardo Cardenas Falcom Apartado Postal 4540 San Jose</p> <p style="text-align: right;">Tel: 234-9997 cardenas@sol.racsa.co.cr</p>
<p>CUBA Association of Former International Civil Servants (AFICS-Cuba) c/o Raquel Bernaza, UNDP, Havana</p> <p style="text-align: right;">raquel.bernaza@undp.org</p>	<p>ECUADOR Asociación Ecuatoriana de Ex-Funcionarios del Sistema de Naciones Unidas (AFICS-Ecuador) Edificio del Programa de Naciones Unidas para el Desarrollo (PNUD) Reina Victoria 1539 y Av. Colon Oficina 1004B Quito</p> <p style="text-align: right;">Tel: 593-2-460-080/460-081 Fax: 593-2-237-118 ccea@impsat.net.ec</p>
<p>FIJI Association of Former International Civil Servants (AFICS-Fiji) c/o Dr. G. Cuboni P.O. Box 13789 Suva</p>	<p>GHANA Ghana Association of Former International Civil Servants (GAFICS) c/o UNDP P.O.Box GP 1423 Accra</p> <p style="text-align: right;">Tel: 233-21 773890</p>
<p>MAURITIUS Mauritius Association of UN Civil Servants Melrose, Montagne Blanche</p> <p style="text-align: right;">Fax: 230-465-4289 mklatchia@intnet.mu</p>	<p>KENYA Association of Former International Civil Servants (AFICS-Nairobi) Nairobi</p> <p style="text-align: right;">Tel: 254-2 623 278 Fax: 254-2 623 186</p>
<p>NAMIBIA Association of Former International Civil Servants (AFICS-Namibia) c/o Jacqui Badcock UN Resident Coordinator Windhoek</p> <p style="text-align: right;">Tel: 264-61-204-6111 Fax: 264-61-204-6207 jullien.woirin@undp.org</p>	<p>NETHERLANDS The Dutch Association of Former International Civil Servants (DAFICS) c/o Toon Vissers Vivienstraat 44 NL-2582 RV Den Haag</p> <p style="text-align: right;">Tel: 31 (0) 70 362 86 56 31 (0) 6 22 80 44 38 Fax: 31 (0) 70 365 68 40 toon.vissers@planet.nl</p>
<p>NIGERIA Association of Former U.N. Civil Servants in Nigeria (AFUNCSIN) c/o UNDP P.O.Box 2078 11, Oyinkan Abayomi Drive, Ikoy Lagos</p>	<p>ROMANIA Association of Former International Civil Servants (AFICS-Romania) c/o Mr. George Costache 54, Stefan cel Mare Street bl. 37, sc. A, Apt. 13, sect. 2 71158 Bucharest</p>
<p>SOMALIA Somali UN Pensioners Association c/o UNDP Mogadishu</p> <p style="text-align: right;">UNDP fax: 2521-21611 Outise UNDP telephone: 2521-215375 lammanes@hotmail.com</p>	<p>TANZANIA United Nations Pensioners' Association of Tanzania (UNAPATA) PO Box 9182 Dar es Salaam</p> <p style="text-align: right;">registry.tz@undp.org</p>

C. Other sources of assistance

There are other sources of assistance that are not affiliated with FAFICS but which may be more conveniently located and which may also provide special assistance to retirees of certain organizations (or their spouses, widows/widowers, or other dependants). In this connection, you may wish to contact FAFICS and/or your former employing organization, which may be able to refer you to such sources. In light of the growing number of beneficiaries residing in the Geneva area, it should be noted that in addition to the cross-organizational, FAFICS affiliated Association of Former International Civil Servants (AAFI-AFICS), assistance continues to be provided by associations formed by retirees from other Geneva based associations at the ILO, ITC, ITU, GATT/WTO and WHO. A new Association of Former WMO Staff (Amicale) has been added to this list.

<p>Association of Former Staff Members (AFSM-WHO) Room 4141 WHO Headquarters Avenue Appia 20 CH-1211 Geneva 27</p> <p>Tel:+41 (0) 22 791 31 03 Fax: +41 (0) 22 791 31 11 (attention AFSM) aoms@who.int</p>	<p>Section of Former Officials of the ILO Room 6-8 ILO Headquarters Route des Morillons 4 CH-1211 Geneva 22</p> <p>Tel: +41 (0) 22 799 64 23 Fax: +41 (0) 22 798 86 85 anciens@ilo.org</p>
<p>Section of Former ITU Staff Members Room V-23 International Telecommunication Union Place des Nations CH-1211 Geneva 20</p> <p>Tel: +41 (0) 22 730 55 84 retraites@itu.int</p>	<p>Association of Former Staff Members of GATT and the World Trade Organization Room 3065 World Trade Organization Centre William Rappard Rue de Lausanne 154 CH-1211 Geneva 21</p> <p>Tel: +41 (0) 22 739 50 73</p>
<p>Association of Former International Staff, International Trade Centre (AFIS-ITC) c/o International Trade Centre (ITC) Palais des Nations CH-1211 Geneva 10</p> <p>(via Chairman): olof_karsegard@compuserve.com</p>	<p>Association of Former WMO Staff (Amicale) c/o WMO Staff Association Bureau 1J95 World Meteorological Organization Case postale 2300 CH-1211 Geneva 2</p> <p>(via Staff Association): wmostaff@wmo.int</p>

In addition, the Association of Former WHO Staff Members in South-East Asia Region was established to further the interests of its members and to keep them abreast of related developments occurring globally. Its membership extends to all former WHO staff members and surviving spouses of former WHO staff members settled in the WHO South-East Asia Region. It currently covers ten countries: Bangladesh, Bhutan, DPR Korea, India, Indonesia, Maldives, Myanmar, Nepal, Sri Lanka and Thailand. Their contact points are as follows:

<p>Association of Former WHO Staff Members in South-East Asia Region No. 54, Sector 15-A Noida 201301, U.P., India</p>	<p>Tel: (91 120) 251 1679 Fax: (91 120) 251 6875 exstaffwho@yahoo.com</p>
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Annex II

Separation from service

When you separate from service, in order for us to begin the processing of your pension entitlement for payment, we must have received (a) **from your employing organization**, the separation notification(s) indicating the official date of your separation, and your pensionable remuneration and contributions since the end of the previous year, and (b) **from you**, completed payment instructions indicating the benefit election you have made (where options exist), the bank account into which you wish payment to be made, the currency of payment and your mailing address. When long delays occur in the payment of the initial benefit, the main contributing factors have usually been (a) late submission of the separation notification by the employing organization; (b) late submission of payment instructions; or (c) incomplete or inaccurate information on the participant, including marital status and the number and age(s) of any children. **You should do everything you can to help expedite the submission of the required separation documentation by your employing organization, as well as to complete and submit promptly your payment instructions.**

It is also in your interest to request, from your staff pension committee secretariat, an estimate of your benefit options within six months of your anticipated separation date. **If you intend to reside outside the United States, you have the option of having a local-currency-track pension record established and the application of a two-track pension adjustment system. In this regard, your attention is drawn to the considerations to be weighed in deciding whether or not to opt for the two-track adjustment system, as set out in the Regulations, Rules and Pension Adjustment System of the Fund.**

“Separation” booklet is now available on the website

Annex III

Changes to the pension adjustment system of the United Nations Joint Staff Pension Fund, with effect as from 1 April 2005

Section H. Subsequent adjustments of the benefit

Add the following new text at the end of paragraph 20:

“Effective 1 April 2005, the reduction in the initial adjustments due after separation shall be by 1.0 percentage point; with respect to benefits to which the 1.5 percentage point reduction was applied before 1 April 2005, there shall be a 0.5 percentage point increase in the first adjustments due on or after 1 April 2005.”

Section I. Payment of the benefit

Add the following new text at the end of paragraph 23:

“Effective 1 April 2005, the limitations described in (a) and (b) above shall not result in a benefit’s being smaller than either the United States dollar base amount determined in accordance with the Regulations of the Fund or 80 per cent of the adjusted United States dollar-track amount.”
