

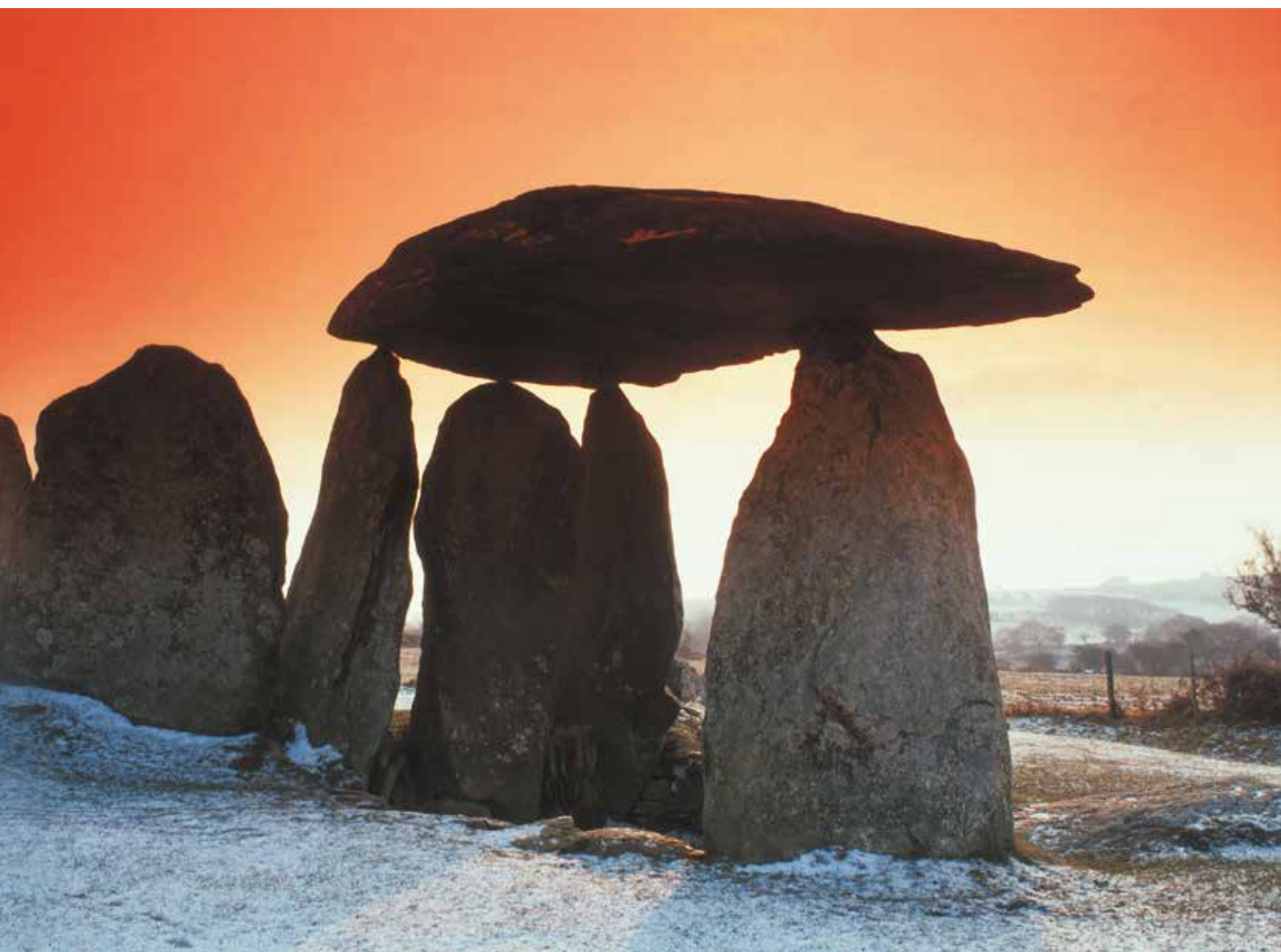
BAFUNCS

British Association of Former United Nations Civil Servants

NEWSLETTER



Number 90
Autumn 2026



In this Issue:

UN Secretary-General
election

News from
FAFICS

Pension Fund
review

Report AGM
2026

Annual reunion
2027

BAFUNCS

c/o International Maritime Organization
4 Albert Embankment
London SE1 7SR, UK
<https://bafuncs.org/>

Officers of the Association

President

Sir Mark Lowcock, KCB

Vice-Presidents

Sheila Cooper (WHO)

Cyril Groom (FAO)

Sheila Macrae (UNFPA)

Honorary Vice-Presidents

Erik Jensen (UN)

Sir Richard Jolly (UNICEF/UNDP)

Sir Kieran Prendergast (UN)

Executive Committee

Chair

Stephen Rudgard (FAO)

Vice-Chair

Nicholas Rosellini (UNDP/UN)

Secretary

Christine Gregory (IMO)

Treasurer

Richard Saynor (WHO)

Elected Members

Aubrey Botsford (IMO)

Andy Flatt (UN-ECA/HQ/ESCAP)

Karen Jørgensen (UNEP/UNDP/OECD)

Nichola Rodgers (FAO)

Mary Roll-Vallanjon (WHO)

Richard Sydenham (UN)

Co-opted Members

Robert England (UNDP)

Carole Harris (UNDP/UNICEF)

Maria-Clara Martin (UNHCR)

Alnoor Nathoo (IMO)

How to contact BAFUNCS

Administration

Christine Gregory
secretary@bafuncs.org

Finance

Richard Saynor
treasurer@bafuncs.org

Membership and Subscriptions

Aubrey Botsford
membership@bafuncs.org

Pensions

Andy Flatt
pensions@bafuncs.org

Member Support & Welfare

welfare@bafuncs.org

Newsletter

Mary Roll-Vallanjon
maryroll51@gmail.com

Website

Robert England
website@bafuncs.org
Cover picture: Pentre Ifan Burial Chamber, Nevern,
Pembrokeshire, Wales (photo: © Clive Davies)
Design & layout: Clive Davies
Printed by Pollards

Corrigendum

Newsletter 89, Spring 2026, p.34, In Memoriam

The heading should read: "Bernadette **Collinridge** Rivett".

Are you receiving the BAFUNCS Bulletin?

If not, do you want to receive it?

Almost all of our online members have subscribed to our e-mail *Bulletin*, but **30%** of you don't open it. The *Bulletin* comes out once a month and provides updates on Association news with links to website pages.

It may be that you don't want to open the *Bulletin*, which is fine. Some members choose to unsubscribe, which is also fine. However, we wonder whether the *Bulletin* is sometimes automatically consigned to your spam folder and you never even see it.

If you want to see our BAFUNCS *Bulletin*, but don't think you receive it, please contact our website manager, who will be pleased to help you, at:

website@bafuncs.org



Bulletin, July 2026

Contact the Editor

The final deadline for receiving contributions to the Spring 2027 issue is 31 January 2027, provided they are expected. The Editor should preferably be contacted no later than end-December 2026 to discuss an idea before writing: by phone at +352 621 660252; by letter at 51 route de Mondorf, L-5552 Remich, Luxembourg; or, preferably, by e-mail (maryroll51@gmail.com).

Note from the Editor



BAFUNCS Newsletter
Number 90 - Autumn 2026

The Editor and the Executive Committee of the British Association of Former United Nations Civil Servants accept no responsibility for the opinions expressed in reports, articles and advertisements published in the Newsletter or for the accuracy of the information given.

Furthermore, mention of any product, service, organization or company in the Newsletter does not necessarily represent an endorsement by the Association.

Dear BAFUNCS Members,

2026 marks a departure from the "normal" BAFUNCS year, with the annual reunion being held for the first time in September in Cardiff. We can look forward to a well-attended meeting. In 2027, the Association celebrates its 50th anniversary, and the AR Committee is preparing for a memorable occasion to take place in Chester, at the luxurious Grosvenor Pulford Hotel and Spa. Initial information is provided on p.24 (back cover).

The UN is on the verge of a new chapter, with the election of the next Secretary-General coming up at the General Assembly at the end of September. The seven candidates are revealed on p.5, as part of an article by Michael Askwith describing how UN retirees have been able to contribute to the programme of action.

A significant amount of space is devoted to news from FAFICS, the umbrella organization that defends retirees at the global level. For the first time, the outgoing President of FAFICS, Jerry Barton, participated in a meeting of the BAFUNCS Executive Committee in March (see pp.6-8). This is a key moment as a new President, Darshak Shah, was elected at the July session of the FAFICS Council. We introduce him on p.8.

The close participation of BAFUNCS in the activities of FAFICS is particularly important at this juncture, when the Pension Fund system is being subjected to an in-depth review. This process will continue for several years, and is described on pp.9-10.

The report of the 2026 AGM is provided on pp.13-17. In recognition of the fact that members may sadly one day need to struggle with complex home-care claims under the UN worldwide plan (WWP), we are sharing a practical checklist that may be of assistance, on pp.19-20.

I hope you will find all this information useful.

Mary Roll-Vallanjon

4	Contents	19
Next UN Secretary-General	Number 90	Complex home-care claims
	Autumn 2026	
6	12	21
News from FAFICS	UNCRP update	In memoriam
9	13	22
Review of the Pension Fund system	Report of AGM	Membership news
11	18	24
Book Review	BAFUNCS Benevolent Fund	Annual reunion Chester

UN retirees contribute to the next Secretary-General's election and programme of action

Michael Askwith

In a first article (*UN retirees, the Russia-Ukraine war and the future of the UN*, published in Newsletter 84, Autumn 2023, pp.6-7), Michael Askwith described the role of the Peace Reflection Group (PRG) of former UN staff in urging the UN Secretary-General to intervene energetically at the outset of the Russian invasion of Ukraine.

A second article (*The world still needs the UN – What role for retirees*, published in Newsletter 88, Autumn 2025, pp.9-10) described the broadening of the PRG's efforts to reach out to heads of State and relevant multilateral mechanisms to provide inputs for negotiations on ongoing UN reform efforts in the context of the UN's 80th anniversary.

This third article describes the PRG's efforts to provide inputs into the *1 for 8 billion* campaign sponsored by UNA-UK, notably in the context of the hustings of candidates held in London in May 2026, and in follow-up work by the PRG and the UN Advocacy Community (UNAC), to prepare a *Blue Book* for the new UN Secretary-General with suggestions for revitalizing the UN system.

On 28 May 2026, four of the candidates* standing for election to become the next United Nations Secretary-General gathered in London for a landmark public event hosted by UNA-UK as part of the global *1 for 8 billion* campaign. Each candidate – Michelle Bachelet (Chile), Maria Fernanda Espinosa (Ecuador), Rafael Grossi (Argentina) and Rebeca Grynspan (Costa Rica) – laid out their vision for the UN and responded to questions from a global audience. The interviews were moderated by BBC chief international correspondent Lyse Doucet.**

The event also included a high-level opening panel discussion on the leadership the UN needs, featuring Mark Malloch-Brown, former UN Deputy Secretary-General and UNDP Administrator; Margarita Gómez, Executive Director of Southern Voice; and Thant Myint-U, writer and historian, former UN staffer and grandson of UN Secretary-General U Thant. It also brought together policy-makers, diplomats, civil society leaders and members of the public to hear directly from those seeking the UN's top job, at a pivotal moment for the organization and international cooperation.

PRG members Michael Askwith, Stephen Browne, Terry Jones and Francis O'Donnell attended the forum, together with BAFUNCS members Martin Barber, Andrew Gilmour, Ian Martin and Maria-Clara Martin (focal point with UNA-UK).

Over a period of several months a PRG working group, made up of Stephen Browne, Suvira Chaturvedi, Michael Heyn, Georgios Kostakos, Kerstin Leitner, Francis O'Donnell and others, had drawn up a list of questions to be addressed to the candidates, some of which were discussed at the hustings. These covered such issues as: (1) personal qualities

required; (2) vision for the UN; (3) dealing with the UN's financial crisis; (4) conflict prevention; (5) the use of Article 99 regarding major power violations; (6) UN Charter amendment; (7) women, peace and security; (8) UN system coherence and effectiveness; (9) science and technology; and (10) effective communication and public diplomacy.

In parallel, work was advancing on the establishment of a UN Advocacy Community (UNAC) at the initiative of a group of former UN staff, made up of Franco Becchi, Steve Glovinsky, Nupur Gupta and Andrea Tamagnini. A PRG online meeting in September 2025, where the UNAC vision was presented by those mentioned above, had helped gauge how realistic and useful this vision was, and the need for PRG and UNAC to work closely together. It led to the formal establishment of UNAC on UN Day (24 October 2025), as a community of professionals passionate about the value and continuing relevance of the UN system; concerned about the current global dynamics weakening the commitment of Member States to the principles of the UN Charter; and eager to leverage their knowledge, experience and networks to enlighten decision-makers and influencers in their respective countries and societies about the important past, present and potential future work and impact of the UN (<https://unadvocacy.net/>).

A series of three e-discussions were organized in 2026 by UNAC, with PRG participation, on the subjects of *Communicating UN values, peace and security in a fragmenting world*, and *Revitalizing the UN system*. The third one included *Suggestions for the next Secretary-General*. This motivated 16 participants to generate 44 responses

* A fifth candidate, Carolyn Rodrigues-Birkett (Guyana) was later proposed by her government, and was interviewed by UNA-UK on 13 July 2026. A sixth candidate, Macky Sall (Senegal), did not participate in the UNA-UK hustings. A seventh, Olara Otunnu (Uganda), entered the race on 26 July 2026.

** A video of this meeting was posted on the UNA-UK website (Watch: UN Secretary-General candidate hustings - UNA-UK) and in the BAFUNCS *Bulletin* of June 2026.

that included 114 actionable suggestions. These were then distilled into 10 key areas for action by the next Secretary-General, as well as the Economic and Social Council (ECOSOC), the UN Chief Executives Board for Coordination (CEB), Member States and civil society, namely: (1) end wars first; (2) create a stronger UN role; (3) reform the Security Council; (4) rebalance the UN's donor base; (5) address critical coverage gaps; (6) streamline UN administration and operations; (7) demonstrate value through results; (8) inform and enlighten policy-makers and the general public; (9) expand civil society engagement; (10) launch a global peace movement.

The PRG and UNAC have been reaching out to build alliances and produce a document with sufficient gravitas to attract the attention of the future SG, ideally contributing to forming her/his agenda for the first 100 days and beyond. A final document (a so-called *Blue Book**** is planned for a launch at the General Assembly high-level week in late

September 2026, around the time when the next SG is expected to be elected prior to taking office on 1 January 2027. This should give the SG-elect some solid briefing material to reflect on during the transition period, and to act on once in office. It should also be of use to governments, members of national UN associations and other advocacy organizations.

All of the above underlines the value of concerned former UN staff having an opportunity and fora to contribute to the discussion and solution of issues facing the UN system and their former agencies, at a time when the future of the UN is particularly challenged.

BAFUNCS members who might be interested in contributing to the ongoing work of the PRG and UNAC are invited to contact the convenors, Georgios Kostakos (georgios@kostakos.net) and Steve Glovinsky (steve@peerconnect.solutions) (<https://unadvocacy.net/>).

Candidates for UN Secretary-General



Michelle Bachelet, former President of Chile, former UN High Commissioner for Human Rights.



Maria Fernanda Espinosa, former President of the UN General Assembly; former Foreign Minister and Defence Minister of Ecuador.



Rafael Mariano Grossi (Argentina), current Director-General of the International Atomic Energy Agency.



Rebeca Grynspan, former Vice-President of Costa Rica.



Olara Otunnu, former Permanent Representative of Uganda to the UN; Foreign Minister; UN USG and Special Representative for Children and Armed Conflict (1997-2005).



Carolyn Rodrigues-Birkett, Permanent Representative of Guyana to the UN.



Macky Sall, former President of Senegal.



*** Much work on the *Blue Book* is also being carried out under the auspices of the World Academy of Art and Science, under its *Extra* project (<https://worldacademy.org/extra/>).

FAFICS President visits BAFUNCS



Jerry Barton and Stephen Rudgard (BAFUNCS Chairman),
IMO, March 2026



BAFUNCS Executive Committee meeting, IMO, March 2026

Jerry Barton, President of the Federation of Associations of Former International Civil Servants (FAFICS), joined the meeting of the BAFUNCS Executive Committee on 19 March 2026 at IMO in London.*

The Executive Committee enjoyed a frank and friendly exchange with Jerry Barton, who also provided important and useful information that is summarized below. The Chairman thanked him for making special time for us in his busy schedule, welcoming this first official visit to BAFUNCS by a FAFICS representative.

FAFICS and the UNJSPF

FAFICS has a close working relationship with the Pension Fund's administration. Jerry explained that quite a few positive changes have been made by Rosemarie McClean, Chief Executive of Pension Administration. The management of the Pension Fund is excellent. Although there were 23 000 separations in 2025, one-third more than usual as a result of forced separations from the UN system, 95% were processed within 15 working days.

Anyone whose documents reach the Pension Fund promptly will get their first pension rapidly, usually either at the end of that month or at the end of the

next month. Response times on the telephone are now less than a minute, and 95% of the enquiries are handled within two and a half days (there were 110,000 enquiries in 2025). A special team has been created from existing staff to handle the additional separations and to handle withdrawal settlements. Most of these separations are withdrawal settlements, as many of the people concerned have worked at the UN for less than five years.

At the Pension Board meeting in 2025, the parameters were set for the actuarial study as of 31 December 2025 that is now under way. The consulting actuaries were given six different scenarios, including massive layoffs from the UN, in order to establish the potential effect on the solvency of the Pension Fund.

Although there has been a slight decrease on the investment side in early 2026, returns have picked up again. Investments have improved significantly overall. There has been some criticism that they could be better, and that they are not keeping up with inflation. On the other hand, investments are still high enough for the Fund to be 111% funded in terms of its liabilities, as of the most recent evaluation. There is more than enough money to pay all the pensions for existing retirees and for current staff for the next 50 years. It is one of the best "defined benefit" schemes in the world.

* For more information on FAFICS, see Newsletter No.88, pp.17-18.

UN pension scheme review

As mentioned in Newsletter No.89, p.2, the General Assembly has requested a major review of the UN pension scheme. At its 80th session in December 2025, a resolution “invited” the Pension Board to conduct a comprehensive holistic review of the scheme, focusing on long-term liability (A/RES/80/243 item 12, clause 14).

Jerry said that the UNGA would like to see what would happen if there were to be a complete change in the form of the scheme. It is now a “defined benefit” scheme. There is an alternative known as “defined contribution”. Jerry further explained that a “defined benefit” pension is rules-based and provides a pension for life, based on how long a person worked, at what grade, etc., and the risk is carried by the investment team to make sure that there is enough money in the investments to pay that lifelong pension. In “defined contribution”, the pension includes a person’s contributions plus some interest and the investment return on that contribution. Most governments have changed national schemes to “defined contribution”. In fact, a lot of effort will have to be put into reducing the risks for and contributions by the Member States.

The resolution set a three-year deadline, with the report due in December 2028. In February 2026, it was decided that the review will be led by the Pension Board, calling in expertise as needed. There was a Pension Fund review years ago that looked at the “defined contribution” option. The findings were totally unacceptable, and actuaries said it would kill the UN system. A reliable, solid pension system is also important for recruitment and staff morale, because when people join the UN, they become separated from any national schemes. It is therefore important to protect the Pension Fund, and FAFICS believes that there are ways to reduce Member States’ costs within the present system, such as adjusting the contribution ratio.

The Pension Board has created at its April session a working group to lead this investigation, based on the preparatory work by a small focus group that developed the terms of reference, scope and composition of the working group. FAFICS (through Jerry Barton) was a member of that focus group, which met virtually weekly. The terms of reference are in line with the mandate from the General Assembly and focus on aspects such as acquired rights, cost-of-living

increases and the two-track system that need to be protected and defended in the analysis.

If this group is to finalize the review by December 2028, the final report must be approved by the Pension Board in July 2028. In practice it’s a two-year timeline, not a three-year one, with two years of intensive work. FAFICS identified the best people possible who had done such a review before.

All those Jerry had spoken to were of the opinion that we need to defend the “defined benefit”. For those who are still working, or those who may join in the future, the prospects are not so good. The General Assembly resolution states that the review should look at the current system, the “defined contribution” option, and a hybrid.

Issues concerning survivors

Another important topic was the transfer of the pension to the survivor when a pensioner dies, which is slow. It’s not necessarily the fault of the Pension Fund, and mainly arises from the survivor’s poor understanding of the requirements. There is one small but quite important thing that pensioners can do, which is to send in all the appropriate documents. Some staff members do this on separation and some do it later. One approach is for pensioners to prepare a “last envelope” describing what the survivor should do after the pensioner dies. FAFICS encourages that.

For example, the appropriate documents to validate the marital relationship are needed, such as marriage and birth certificates. It isn’t yet possible to see personal records on the UNJSPF website showing what documents the Pension Fund has already, which would be useful when a pensioner dies and the survivor is having to deal with the Fund. Jerry’s goal would be that upon receiving a death notice, the Pension Fund should be in a position to contact the surviving spouse directly and inform them of what has to be done to get the benefit.

Pensioners are now able to see the documents that are in their file.* The UNJSPF team has been setting up a customer relationship system and improving what can be seen on the members’ services. Being able to register LPAs from the UK for pensioners is a benefit that our members have, and BAFUNCS has publicized that (see Newsletter No.89, p.2).

* Log on to UNJSPF Member Self-Service; go to My Records > Official UNJSPF Records. These records include what the Fund has sent, such as cost-of-living adjustment letters, as well as what has been sent to them.

The Pension Fund has also been creating more electronic links to the HR departments in the UN organizations, to allow uploading of documents. If HR departments have the electronic files, they can be uploaded to the Pension Fund.

FAFICS and After-Service Health Insurance

Given the present financial situation globally, Jerry Barton explained that we need to be realistic that there will not be any improvements in ASHI services. There is around US\$20 billion of liability for the UN system at present for ASHI subsidies, and payments all come out of the current year's income, which is probably not going to change any time soon. The liability is simply likely to increase.

Question to Jerry Barton about the pension scheme review
What specific areas might this review affect for the current beneficiaries?

Answer

There are two areas that are more susceptible to being changed for current beneficiaries, the cost-of-living increase and the two-track system. Those areas are only in an annex to the Regulations. I cannot actually see the two-track being eliminated, but there may be some modifications to it. FAFICS is strongly supporting that changes don't affect those two areas. I cannot see any way that the basic benefit would be changed.

New President for FAFICS



Darshak Shah, new FAFICS President

FAFICS held its 56th Council in Vienna from 21-24 July 2026. BAFUNCS was represented in person by Andy Flatt as Head of delegation and Magdi Bona, with remote participation by Stephen Rudgard and Claudine Pichon. The Council included the election of several senior officers of FAFICS, with a total of 44 member associations voting. Darshak Shah from the Association of Former International Civil Servants in New York (AFICS-NY) was elected as President by a very clear margin

over the other candidate, as Jerry Barton stepped down after a four-year term. Darshak is known to several ExCo members, and ExCo took a decision to co-nominate Darshak.

His professional career of 43 years has spanned the private sector and the United Nations. Since retirement, he has had several roles with AFICS-NY, including being President since June 2024. He has led regular meetings on issues of concern to retirees with senior UN officials, the Chief Executive of Pension Administration (CEPA) and the Representative of the Secretary-General (RSG) for the investment of the assets of the UNJSPF. For FAFICS, he has been the representative on the UN Pension Board Audit Committee, and the Alternate Representative on the UN Pension Board plan design working group. He has several current consultancy roles including being a member of WHO's and WFP's

independent oversight advisory committees, and a Trustee of the Education Development Centre (EDC).

Before retirement, he worked for UNDP for nearly 18 years, rising to be Deputy Assistant Administrator, Deputy Director Bureau for Management Services, and global Chief Finance Officer. He worked extensively with the governing bodies, oversight committees and Member States, to advocate and negotiate UNDP positions. He was a key player in UN reform as Co-chair of the High-Level Committee of Management and the Finance and Budgetary Network.

His private sector experience included working as an audit manager at Ernst & Young; group financial controller of Trade Bank & Lima Finance; and as the regional CFO of Neumann Gruppe, the largest private coffee trading house in the world.

At the 56th session of the FAFICS Council held on 20-24 July 2026 in Vienna, the Standing Committee on Pensions presented a note on General Assembly resolutions concerning the Pension Fund system (document Council 56/2026/D.10.a/3(E)). The note is reproduced below.

Current review of the Pension Fund system

Mohammed Sebti, AAFI-AFICS-Geneva

In December 2025, the General Assembly invited the Pension Board “to review the pension scheme holistically, including the pension adjustment system, and to assess options for pension scheme designs, such as defined contribution and hybrid schemes as well as adjustments within the existing scheme, that lower contributions, maintain the sustainability and long-term viability of the Pension Fund and respect accrued pension rights, and requests the Pension Board to provide to the General Assembly, at its 83rd session, a report outlining such options, and to update the General Assembly on progress in its next annual report”.

Retirement benefit system

This is not the first time that the Board has been invited to undertake studies on the composition, operation, or management of the Pension Fund. These studies have led to reforms intended to bring improvements. However, the present General Assembly resolution goes much further because it calls for a holistic review touching on fundamental concepts, namely revisiting the current contribution and adjustment mechanisms and examining a hybrid system combining the defined benefit and defined contribution approaches.

The purpose of this note is to draw the Council’s attention to the potential impacts of such a review, particularly if a hybrid system were to be introduced, involving fundamental changes to the scheme currently in force.

In this reform process – however legitimate or necessary it may be – it is important to understand clearly the advantages and disadvantages that such a mandate may entail for retirement benefits as they currently exist. If reforms are contemplated, it is of the utmost importance to ensure that the system remains viable and sustainable, guaranteeing its long-term

existence while protecting today’s and tomorrow’s beneficiaries by providing visibility and security regarding their current and future retirement benefits.

Defined benefit system

The system governing benefits paid to beneficiaries is a defined benefit system, which ensures that retirees and other eligible beneficiaries are paid a specific, guaranteed monthly payment for the rest of their lives. The UNJSPF pension benefits are calculated for each retiree on the basis of a formula that factors in the length of service, accumulation rate and salary level during the staff member’s working career. Financial market conditions have no bearing on the monthly benefits from a defined benefit system, although the balance of the Fund’s consolidated investments may move in accordance with market conditions.

Defined contribution plan

In contrast to the defined benefit system, a defined contribution plan defines only what amounts go into the account of each individual, rather than pooled to be managed on a consolidated basis. Each individual contributes into a separate account, and in a typical defined contribution plan is offered a choice of various investment funds to allocate. Depending upon the success of the individual employee’s allocation of his or her choice of assets, the balance of the account may or may not reach a level to provide an adequate retirement income. There is no guaranteed monthly payment.

The pension adjustment system

Because of the international scope of its workforce, the Fund devised the pension adjustment system (PAS) to adjust for variations between the US dollar and the inflation and currency exchange rates in

other currency areas. This is a rare benefit, limited to a few international organizations such as the World Bank. The currency adjustment element of the PAS is known as the two-track system and staff who declare a permanent residence outside the USA may opt to participate.

It should be remembered that, in its original philosophy, the Board opted for the defined benefit system so that a retirement pension marking the end of a career spanning several decades would have a secure, stable and predictable foundation, rather than one that is uncertain and subject to fluctuations.

The current defined benefit system has proved its worth. The financial health of the Fund is excellent, its assets continue to grow, and it is capable of meeting its financial obligations for several decades to come.

Recommendation

In conclusion, the FAFICS Council, if it deems it appropriate, is invited to request its delegation to the Board and to any working group:

- to exercise the utmost vigilance regarding any changes that a hybrid system might entail and that could negatively affect retirement benefits;
- to avoid any measures that might undermine acquired or accrued rights;
- to avoid exposing retirees' contributions to financial market risks while creating inequalities among retirees and participants based on investment performance;
- to ensure that the system continues to provide security and predictability for future benefits through fixed parameters that are not dependent on financial market fluctuations;
- to preserve the fiduciary duties of the Secretary-General.

Two-track system

The two-track system was established to protect the purchasing power of beneficiaries, ensuring that those

residing outside the USA can benefit from adjustments to their pensions based on the consumer price index (CPI) applicable in their country of residence. This system has enabled them to maintain the stability of their local purchasing power.

While the two-track system is a source of some additional administrative work and financial cost for the Fund, it continues to play an important stabilizing and equitable role, thus it is essential that this holistic review ensures the continuation of this protective mechanism.

Recommendation

The FAFICS Council, if it deems it appropriate, is invited to request its delegation to the Board and to any working group to ensure the continued maintenance of pension benefit stabilization through the two-track system.

Small pensions

In certain regions and under certain personal circumstances, small pensions do not provide beneficiaries with a minimum level of income sufficient to meet their basic needs in a dignified manner. For many years, recipients suffered hardship detrimental to their dignity without any solution being provided.

Thanks to the efforts of delegates and FAFICS associations, it has recently been possible to raise the level of these small pensions and to review their amounts periodically.

Recommendation

Given the difficulties previously encountered in improving this situation, it is essential that this holistic review consolidate these gains.

The FAFICS Council, if it deems it appropriate, is invited to request its delegation to the Board and to any working group to continue maintaining adjustments to small pensions so as to provide beneficiaries with a decent minimum income.

The end of **violence**

by **Gary Slutkin**

Published by Viking Penguin ISBN 978-0316520393

We are currently experiencing a series of gruesome wars, and an increasing number of violent attacks on civilians both in war and in non-war situations. It seems a contagious toxics is spreading and we don't know how to contain and eliminate it.

Now a book has been published by Gary Slutkin, a former WHO staff member, with the title *The end of violence*, that can revolutionize our political thinking and action, not only nationally, but also internationally. It is an unusual political book.

Gary is a physician from Chicago, specializing in epidemiology, who came into contact with the effects of urban violence early on as an emergency physician. In the 1980s, he was also confronted with the HIV/AIDS epidemic, which made medicine and public health in the USA and elsewhere seem powerless. The origin of the disease was not known and therefore no treatment methods were available. In the early stages of the epidemic, public education and empathy with the sick therefore proved to be the most effective antidote. As a WHO staff member, the author fought various epidemics in many countries.

Returning to the USA, Dr Slutkin devoted himself to researching and treating outbreaks of violence in urban neighbourhoods and founded a civil society organization for this purpose, applying methods of epidemiology. The results are astounding. Many

examples from the USA, African and Asian countries are given to show how effective these methods can be. At the same time, he clears up some common views. For example, he shows that punishment does not work, often it increases violence. The conflicts in the Middle East are proof of this insight. Also, economic development does not reduce the potential for violence in society. This must be addressed separately and as a matter of priority. The violence in both US and Russian society serve as an example and proof of this thesis.

He also corrects the view that humans are violent from birth. Recent brain research indicates that this generalization is not true. All humans have both a predisposition to violence to assert their interests, and also reason. Which predisposition we activate depends on several factors. The bottom line is: we have a choice, and violence is not the only option in any situation. Nor can it be said that certain places or human communities cause violence. It depends on how much violence we are individually exposed to. However, this threat can be changed, and proven epidemiological measures can help.

According to Slutkin, there are three types of State violence that overlap and are intensified by the massive use of force by the State:

1. *Violence against the State*, i.e. extremism, terrorism. The infection runs through

recruitment. Punishment is not a successful countermeasure. Understanding and re-education are more likely to bring success.

2. *Violence of the State against social groups*, e.g. religious communities, ethnic minorities. Politicians often use extremist online language. This should be stopped. Religious beliefs are particularly contagious and can be especially virulent. State action requires a sense of proportion and moderation to interrupt this form of epidemic.
3. *Violence of one State against another*, e.g. war and military conquest. The author repeatedly points out that violence can remain dormant for a long time in collective memory. Therefore, this memory must be corrected through historical research so that its effect is weakened. In this context it is important to look at a problem from several perspectives, which increases understanding and opens up pathways towards possible solutions.

Unfortunately, the UN Charter is not mentioned as a script for combating State violence in national and international politics. This is all the more regrettable because the UN Charter can still be regarded as the best way to combat the global epidemic of violence.

Authoritarian leaders often serve as accelerators of the epidemic. Such

index cases are isolated in the event of a virus epidemic. How this can be achieved in the political sphere remains open.

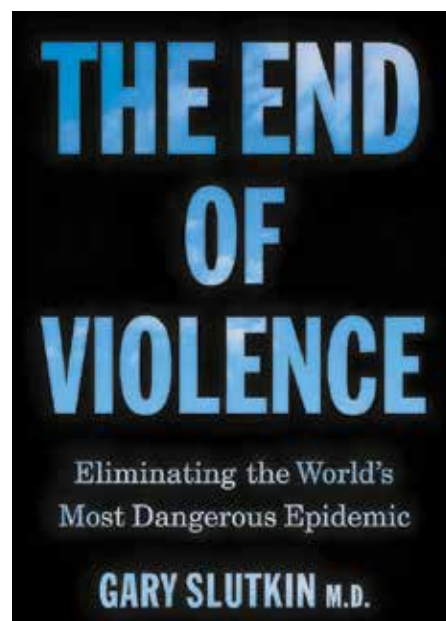
In general, the author says that there is still a lot we do not know about how to protect humanity against the global epidemic of violence. But he lists eight measures that can be taken now:

1. Public education about the "disease" of violence.
2. Active treatment of individual cases, which are then replicated in wider application.
3. Disrupting the spread of hatred and portraying instead the real situation truthfully.
4. Services with a wide outreach, communication by generally respected persons and institutions.

5. Community responses to the threat of violence, social and legal rules as guardrails to limiting violence.
6. Changing the political narrative: we don't need enemies.
7. Isolation of violent leaders, action on several levels, courage and perseverance, the use of armed control only as a last resort.
8. Providing a way out of a situation by focusing on healing rather than punishment.

Point 8 is particularly noteworthy, because an exit from violence for politicians is what we urgently need. In addition, we need to improve and generalize our mediation skills. A huge political construction site. But Gary Slutkin gives us many hints and suggestions. We should take

these up and pursue them further. Because then, the idea that wars are a phenomenon of the past could become reality.



UN Career Records Project Update, August 2026

Nicholas Rosellini & Terence Jones*

We are pleased to inform you that **Supplement No. 3 (2021–2025)** to the *Guide for researchers to the UN Career Records Project (UNCRP)* is now available on the BAFUNCS website at: <http://bafuncs.org/wp-content/uploads/2026/07/UNCRP-Supplement-3-July-2026.pdf>. This was completed by Bill Jackson as his final contribution to UNCRP and, as usual, he has done an excellent job.

This third supplement to the *Guide* updates the summaries of careers and contributions to the UNCRP. The material is intended to be of use to researchers interested in international cooperation and global governance. It contains additional information related to existing entries in the *Guide* and *Supplements No.1 & No.2*; new material received from contributors since the original guide and supplements were published; and an index of keywords contained in *Supplement No.3*.

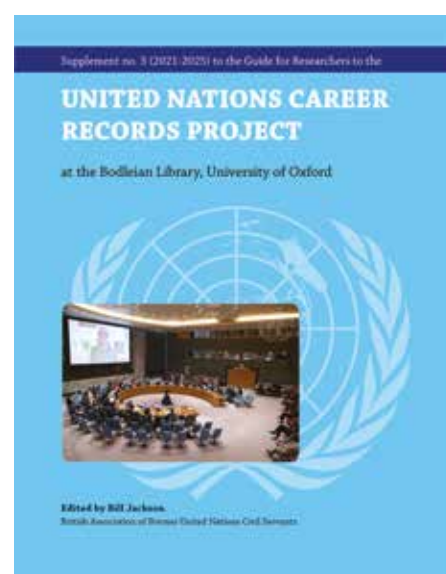
New contributors covering many different aspects of the work of the United Nations system include

Margaret Branch, Nicola Dahrendorf, Alan Everest, Colin Fraser, Caroline Jones, Patricia Joan Marlowe, Omar Noman and Phyllis Camilla Ruegg. There are also additional contributions from, among others, Patrice-Ariel François, Bill Jackson, Richard Jolly, Terence Jones and Peter Marshall.

We would be delighted to provide support to anyone considering adding further materials to the steadily growing archive. Any material can be considered if not already formally published, either in hard copy or electronic form. It is also important to know that you can place a time embargo of your choosing on material that you may regard as sensitive. We can also arrange to record interviews if this is your preferred medium.

Regarding digital material, while it is being preserved, the systems are not in place to make it available securely through terminals in the reading rooms. However, there has been important progress recently, with the Bodleian Library authorised to acquire

a Digital Asset Management System (DAMS), which will provide access to digital material that cannot be made openly available online, through a controlled access "virtual reading room" environment. Procurement is expected in 2026, and the first phase of cataloguing the backlog of digital material is expected to start in 2027.



* nrosellini@hotmail.com; terencedj@gmail.com.

Report of the BAFUNCS Annual General Meeting 2026

Process for the AGM in 2026

It is a constitutional requirement that BAFUNCS convene its AGM once a year to consider certain items of business, including: approval of the annual report; approval of the accounts and budget; the report of the Benevolent Fund; any proposed resolutions; and election of officers to the Executive Committee. BAFUNCS conducted its AGM virtually in 2026, as it did in the previous six years (2020-2025).

The virtual AGM comprised four distinct elements

1. *Documentation.* Almost all the necessary documentation was provided in the Association's Spring 2026 Newsletter (No.89, pp.12-23) and was also available on the website. The AGM process was also explained in the March 2026 *Website bulletin*, and several reminders were subsequently provided to online members. The regional representatives also provided follow-up at the regional level.
2. *Online discussion group.* There was a discussion group on the website, where members could ask questions and receive responses from members of the Executive Committee.
3. *A Zoom session* was held at 10.00 a.m. on Tuesday 5 May 2026, moderated by our President, Sir Mark Lowcock, and attended by 29 members. This meeting considered the reports of the Executive Committee and the Benevolent Fund, and any other business raised by members. The minutes of this meeting appear on pp.15-17.
4. *Voting* on all the resolutions was managed by Jocelyn Mason as our Polling Officer, operating under the aegis of our President. Altogether 49

members voted and the results, together with several member comments, are shown on p.14. The full list of elected and co-opted national officers of the Association for 2026/27 is provided on p.14.

The voting process

The voting form, listing the items of business to be considered by the AGM, was distributed with Newsletter No.89 and could also be accessed through the website. Members registered their vote on the items of business in one of four ways by, as follows:

- completing the online voting form at <https://bafuncs.org/bafuncs-agm-2026-online-voting-form/>;
- completing the printed voting form and mailing it to Jocelyn Mason at 76 Eyot House, Sun Passage, Southwark, London SE16 4BP;
- accessing the voting form on the BAFUNCS website and e-mailing it as an attachment to agm2026@bafuncs.org ; and
- if voting in favour of all the items of business, by sending an e-mail to that effect to agm2026@bafuncs.org.

The deadline for receipt of votes was Sunday 31 May 2026. Once voting was complete, Jocelyn tallied the votes and requested the President to endorse the results.

Reporting the outcome

This report, including the election results and national officers, is posted on the website; promulgated in the *Website bulletin*; and published in Newsletter No.90, Autumn 2026.

BAFUNCS Annual General Meeting 2026

Results of the voting

Item of business	In favour	Against	Certified as correct:
(a) To accept the Report of the 2025 Annual General Meeting (document AGM/2026/3)	49	0	 Jocelyn T. Mason, JP, Returning Officer Date: 3 June 2026
(b) To accept the Report of the Executive Committee for 2025/2026 (document AGM/2026/4)	49	0	
(c) To accept the audited accounts of the Executive Committee for the year ended 31 December 2025 (document AGM/2026/5)	49	0	
(d) To approve the proposed budgets for 2026 and 2027 (document AGM/2026/5)	49	0	 Sir Mark Lowcock, KCB, President Date: 10 June 2026
(e) To elect the nominated National Officers and Members of the Executive Committee for 2026/2027 (document AGM/2026/6)	49	0	
(f) To take note of the Report on the BAFUNCS Benevolent Fund to 31 December 2025 (document AGM/2026/7)	49		
Comments: Congratulations to whoever is responsible for making it easy to vote online! The invaluable work of the BAFUNCS officials is very much appreciated. Many grateful thanks. Some précis of the above report should be presented to the Annual Reunion.			

Elected and co-opted National Officers and Members of the Executive Committee 2026/27

President Sir Mark Lowcock (UN)

Honorary Vice-Presidents (life appointments)

Erik Jensen (UN)

Sir Richard Jolly (UNICEF/UNDP)

Sir Kieran Prendergast (UN)

Vice-Presidents (in order of seniority)

Sheila Cooper (WHO)

Cyril Groom (FAO)

Sheila Macrae (UNFPA)

Executive Committee

Chair Stephen Rudgard (FAO)

Vice-Chair Nicholas Rosellini (UNDP/UN)

Secretary Christine Gregory (IMO)

Treasurer Richard Saynor (WHO)

Members of the Executive Committee

Aubrey Botsford (IMO)

Andy Flatt (UN-ECA/HQ/ESCAP)

Karen Jørgensen (UNEP/UNDP/OECD)

Nichola Rodgers (FAO)

Mary Roll-Vallanjon (WHO)

Richard Sydenham (UN)

Co-opted Members of the Executive Committee as of June 2026

Robert England (UNDP)

Carole Harris (UNDP/UNICEF)

Maria-Clara Martin (UNHCR)

Alnoor Nathoo (IMO)

Minutes of the Annual General Meeting, 5 May 2026

Conducted on Zoom

Attending: Sir Mark Lowcock (President), Stephen Rudgard (Chair), Richard Saynor (Treasurer), Richard Sydenham (Secretary), Mike Askwith, Magdi Bona, Aubrey Botsford, John Cubbon, Robert England, Bella Evidente, Andrew Flatt, Christine Gregory, Carole Harris, Elsbeth Hinser, Terry Jones, Keith Jordan, Karen Jørgensen, David Macfadyen, Sheila Macrae, Alnoor Nathoo, Jane Nicholson, Lynne O'Donoghue, Lesley Onyon, Claudine Pichon, Nicky Rodgers, Mary Roll-Vallanjon, Nicholas Rosellini, Joanna Tempowski.

Apologies were received from Philip Daniel, Sarah Mehta and Carolyn Murphy.

Sir Mark Lowcock (President) welcomed everyone to the meeting and proposed that the provisional agenda for the meeting be adopted. The provisional agenda was adopted.

1. Report of the Executive Committee 2025/26

Document AGM/2026/4 (pp.14-23 of Newsletter No.89)

Stephen Rudgard (Chair) presented the Report from the Chair. He said that 2025 had been a landmark year with the adoption of the new Constitution. That had been a detailed and lengthy process but had been well worth doing as it had needed updating in a number of different aspects, in particular defining the relationship between BAFUNCS and the Benevolent Fund. The recruitment drive, using the mail shot from the Pension Fund, had been so successful that ExCo had agreed to repeat this in 2026, bearing in mind the number of redundancies and terminations taking place. Information services to members had been improved with updates on the Pension Fund, tax and ASHI. Engagement with FAFICS had increased, with two members attending the FAFICS Council and the co-nomination of a candidate for President. ExCo had welcomed the current FAFICS President, Jerry Barton to its March 2026 meeting (see report on pp.6-8). He had given a very interesting and detailed presentation on current issues facing retirees and current staff and the upcoming General Assembly review of pensions and benefits. A successful and well attended annual reunion had been held in Norwich in 2025 and the AR Committee was now planning the 2026 annual reunion in Cardiff and the 50th anniversary AR in 2027 in Chester. A working group was now considering a more structured approach to communications with members, through the website, newsletter, bulletins, and other means.

Richard Sydenham (Secretary). The Executive Committee had held three meetings in 2025. In March and November, the meetings were in person at IMO and on Zoom, and in August on Zoom. All meetings were well attended with two new members attending as observers in November. The AGM Zoom question-and-answer session had been held in May. The AR Committee, Website Committee, regional representatives and member support team, had all held meetings during the year.

Richard Saynor (Treasurer). Due in part to an increase in subscriptions following the recruitment drive, there was a surplus of almost £5000. Savings had been achieved on ExCo and FAFICS travel. Regional subventions were lower than forecast because many regions had not used their allowance. Innovative ideas to use these funds were required as substantial funds were available. Website and newsletter costs were slightly lower with some savings due to digital memberships. The 2026 budget had been revised slightly from what had been approved last year and a slight increase in income was anticipated in 2026 following another Pension Fund recruitment campaign. A small increase in expenses was anticipated for enhancing the website.

Aubrey Botsford (Membership and Subscriptions). At the end of 2025, there were 718 memberships, which was a small increase over 2024. A substantial minority of members were still paying less than they should, due to not updating their standing orders. He was working to rectify that by sending out reminders. The number was gradually decreasing but sanctioning by cutting them off from the website was unlikely to be effective. Almost all new members were signing up to Direct Debit. In future this method of paying subscriptions could be mandatory. He had also lapsed a number of members.

Nichola Rodgers (Regional Convenor and Member Support). Positive changes during 2025/26 meant that each region now had a regional representative, with Jane Nicholson in West Midlands and Wales and Mark Davis as Regional Representative and Member Support in the South-West Region. Bella Evidente had joined Tekeste Ghebray in the London Region for Member Support. Alison Rhodes had taken on the Member Support role for the Oxford Region. Seven regions had been active with at least two events. The Northern Region was holding an event in Durham in June. The Benevolent Fund had agreed to provide a designated

Trustee for each region who would work with the region's member support person. Two members from the London Region would represent BAFUNCS at the Annual Peacekeeper's Day ceremony.

Andrew Flatt (Annual Reunion Committee). The AR Committee now comprised six members with the recent addition of Maria-Clara Martin. The Annual Reunion in Norwich had been successful with attendance slightly up on previous years. The Committee was working on the Cardiff AR in September 2026. The Radisson Blu Hotel, Cardiff, was now rebranded as the Majestic Hotel. Speakers had been lined up, and excursions were being planned and monitored. To date, 35 people had registered in 25-26 rooms. This was about halfway towards the desired financial break-even number so more members were encouraged to register. Planning for the 50th anniversary annual reunion in Chester was under way with a short list of two hotels identified. The AR Committee had been guided by the results of the AR survey.

Andrew Flatt (pensions and health insurance). The Pension Fund was in excellent shape with sufficient assets to pay pensioners and serving staff their pensions for many years. However, the General Assembly had invited the Pension Board to review the pension scheme holistically, including exploration of a defined contribution format in contrast to the defined benefit scheme currently in place, and to report back in 2028. Accrued pension rights would be respected, which was reassuring, but changes could be made in the future in the areas of cost-of-living adjustment and the two-track system. The Pension Board had decided to establish a working group for this review. FAFICS would participate in a working group to develop the terms of reference for this review and would defend the pension rights of staff and retirees (see also pp.9-10).

Carolyn Murphy (pensions) had continued to locate missing pensioners and had helped the survivors of deceased pensioners in communication with the Pension Fund. BAFUNCS had contributed to a FAFICS exercise evaluating the performance of providers of the after-service health insurance schemes (ASHI); this would be taken up at the FAFICS Council meeting in Vienna in July 2026, where BAFUNCS would be represented.

Nicholas Rosellini (UN Career Records Project). Work took place to review and update background documentation for the information note and the questionnaire which can now be completed online from the website for those who are interested in contributing. The archiving was up to date and Bill Jackson, the former Editor, had completed the editing

of Supplement No.3, up to 2025, with the assistance of Terry Jones (Editor) (see p.12). Contributions were welcomed from those providing documentation for the project.

Stephen Rudgard (UN Career Paths Programme and UNA-UK). Eight events had taken place during the year reaching some 1000 students, at London-based universities such as Imperial and LSE, but also at Oxford and Cambridge and the Institute of Development Studies (IDS) in Brighton. There had been a massive interest in these seminars with a record at IDS of 300 people connected online from across the world. The panels had often included three BAFUNCS members, but had sometimes also included a young recently-graduated individual who had been working with the UN, to give a different perspective. There had been a lot of interest in the recent downsizing and reductions in budgets to the UN. New people for the panels were sought from the recently joined membership. Maria-Clara Martin would take on leadership of the programme and relations with UNA-UK. New leadership had completely transformed UNA-UK, which was now very active. Many BAFUNCS members had attended the celebration of the anniversary of the first General Assembly in London in January, at which the Secretary-General and a number of prominent people spoke.

Robert England and Mary Roll-Vallanjon (Communications). Communications had taken up the largest share of BAFUNCS's budget with most funds going into the website and the newsletter. Other areas of communication with the membership were the *Bulletin*, LinkedIn and communications from the regions. Ken Barrett and Untangled Web continued to provide technical support. An increasing proportion of members were online and some 90-95% received the *Bulletin*. The focus of the Communications Working Group was to better align information in the newsletter and on the website, particularly on tax, pensions and health insurance, which were the topics of most interest to members.

Karen Jørgensen (Communications Working Group). Information on the website was spread in a variety of different areas, making it difficult for people to find out exactly where they should go for information. The information notes were very dense and not entirely user-friendly, so they were to be reformatted as website-based frequently asked questions (FAQs), under tax, pensions, health insurance, etc. to provide easier access and a clearer path to the information members needed.

Magdi Bona (OVS). Could the financial surplus be transferred to the BAFUNCS Benevolent Fund?

Richard Saynor (Treasurer). The Benevolent Fund, with over £800 000 in its account, had no need for additional funds. Any surplus funds are required to maintain subscription fees at a reasonable level.

Stephen Rudgard (Chair). The BAFUNCS Constitution would not allow a transfer of funds to the BBF.

Jane Nicholson (WMW). Could enhancing communications in the regions and the use of subvention funds be discussed at a future regional representatives' meeting?

Nichola Rodgers (Regional Convenor). These issues could be discussed at the next meeting on 3 June.

Stephen Rudgard (Chair) thanked the members of ExCo, the regional representatives and all those who had assisted the Association for their work during the year. He thanked Sheila Macrae who was stepping back after 15 years of service. Sheila had served in several roles including organizing the annual reunions, and as Regional Convenor for five years, and had conducted two surveys, managed the 40th anniversary of the Association and been Vice-Chair for four years. In recognition of her service, ExCo had proposed Sheila as a new Vice-President. Her acceptance meant she would become the third elected VP. Stephen thanked Carolyn Murphy who was standing down after 10 years of service. Carolyn had been a very good source of information and advice on UN pensions and tax for members. Going forward, Andy Flatt, Alnoor Nathoo and Claudine Pichon would be joined by Magdi Bona on pension, tax and health insurance issues. Stephen thanked Richard Sydenham who was stepping down as Secretary after five years, but who would stay on ExCo as an elected member and archivist. Stephen welcomed Christine Gregory as nominee into the role of Secretary and welcomed Karen Jørgensen as an elected member.

2. 2025 Annual Report of the BAFUNCS Benevolent Fund

Lynne O'Donoghue (rotating Chair). With a total of six Trustees, the Fund was now looking for some more people to join. Penny Ratcliffe and Terri Jezeph had recently stepped down after many years of dedicated service. The focus during the year had been on increasing outreach to Staff Associations with information about the Fund, with a view to attracting more applications. The BBF application form now asked for feedback on how a recipient had heard about the Fund to assess effectiveness of outreach. The Fund had decided to reintroduce a system whereby a Board Member was assigned to work with the regional member support representative. The Fund's safeguarding policy had been published on the website. The Fund had approximately £800 000 in the bank and had disbursed some £31 000 in grants to eight recipients. The Fund was looking forward to an active year in 2026.

Any other business

Stephen Rudgard (Chair) noted that 33 votes had been received with a quorum of 40 in the AGM, so he encouraged all members to vote. He also encouraged members to sign up for AR 2026 in Cardiff.

Mark Lowcock (President) noted the high-level speakers at AR Cardiff, including Sir John Sawers, former UK Permanent Representative at the UN and Head of MI6, and Ian Martin (President UNA-UK), and encouraged members to attend.

Stephen Rudgard (Chair) thanked all those in attendance that had contributed to the AGM Zoom session.

The President thanked the participants and closed the meeting.

How to access the online membership directory

A permanently up-to-date online membership directory is available in the members' area of the BAFUNCS website (<https://bafuncs.org/membership-directory/>). Signed-in members can search the database by a member's family name, given name or region. The search result can be saved as a pdf or printed.

Any member needing assistance can contact the Membership & Subscriptions Secretary, Aubrey Botsford, at membership@bafuncs.org; or can obtain support from the respective regional team.

A busy year for the **BAFUNCS** **Benevolent Fund (BBF)**

Trustees: Lynne O'Donoghue (Chair), KC Tan (Treasurer), Joanna Tempowski (Secretary), John Cubbon, John Doherty, Lesley Onyon, Sarah Papineau.

There's been plenty to do this year for the relatively new team of trustees of the BAFUNCS Benevolent Fund. Following the retirement of Terri Jezeph and Penny Ratcliffe at the start of the year, the Board welcomed another new member, Lesley Onyon (WHO/UNEP) in June. And replacing Philip Daniel in 2025, trustee Lynne O'Donoghue (UNHQ/UNMIBH/UNDP) was confirmed as Chair at the same meeting.

The Trust's Constitution allows for nine members while the quorum is five. So, with two spare places, BAFUNCS members who wish to join the Board are encouraged to get in touch and lend a hand with this important work. We are particularly looking for members with a medical background or experience in accessing social benefits.

Seven applications have been considered by the Fund since March, some of which are very distressing. "Given the acknowledged problems with social care in the United Kingdom, it is not surprising that there are former UN employees who have been obliged to seek further financial support in their final years", explains trustee John Doherty who is the longest-serving member, having served on the Board for 12 years. "The Fund is only too pleased to be able to assist with these cases".

Five grants totalling £40 300, and four loans totalling £27 000, have been approved so far in 2026. This brings the total amount of funds disbursed to £67 300, against a budgeted amount of £50 000 for the year – already over double the amount dispensed in 2025.

The trustees continued to publicize the existence of the BBF through a variety of channels and a register has been compiled of contacts made. To enable closer contacts with the regions, it has been agreed to reinstate the assignment of trustees to specific BAFUNCS regions. On the bureaucratic side, policy documents on safeguarding, data protection, data retention and regional subventions have all been developed and it has been agreed to register the BBF with the Information Commissioner's Office.

Full information on how to apply for assistance from the Fund, including an application form, are on the Benevolent Fund's webpage: <https://bafuncs.org/bafuncs-benevolent-fund-bbf-rev>.

Contact can also be made via regional representatives or regional member support contacts. Alternatively, general queries should be sent to the Secretary of the BBF: benevolent.fund@bafuncs.org.

The Trustees stress that all enquiries will be dealt with in strictest confidence.

Volunteers needed

If BAFUNCS is to continue to thrive, we need to tap fresh skills and resources. If you feel that you can contribute in any way, please contact Stephen Rudgard, any member of the Executive Committee, or your regional representative.

Complex home-care claims under the UN worldwide plan (WWP)

A practical checklist

For many retired staff and their families, the hardest medical insurance claims are not the routine ones. They are the complex home-care claims that arise when a member has a fall, becomes seriously ill or frail, and needs nursing support at home. It can all happen so quickly, and you need to be ready to spring into action at the most stressful time imaginable, when a family is coping with their loved one's illness, caring responsibilities, trauma and yes, sometimes, grief.

These claims are difficult to navigate. Home nursing sits at the boundary between covered medical care and excluded custodial or long-term care, and the way it is assessed depends on fine detail: what the plan covered on the date the service was given, how the care was prescribed and supervised, and how well the family kept records.

Home care and community-nursing models differ from country to country; it's worth knowing which ones apply to your country and how they operate. Nursing and care by trained specialists under the supervision of nurses and the GP is an accepted model in the UK.

Keep this checklist handy. It provides general guidance only and not legal or medical advice. Its aim is simply to help members and families get organized and be prepared, meet deadlines, and ask the right questions if they ever face a complex medical insurance claim.

When a dispute arises, you should always take advice appropriate to your own circumstances.

Phase 1. Before anything happens

- Consider putting a lasting power of attorney in the UK (or your jurisdiction's equivalent) in place while the person still has capacity to grant it and take advice on the alternatives if capacity has already been lost.
- Check in with the department at the UN responsible for managing the WWP insurance plans – health and life insurance section (HLIS) – to ascertain which evidence of authority is required before it will discuss an insured person's records. At the very least, send them an e-mail as evidence that you have messaged HLIS.

- Keep your key references together: the UNJSPF ID number, which is nine digits long, retirement number, and Cigna policy reference, and make sure they are immediately accessible for family members if required.
- Download and keep every annual edition of the *Description of benefits* from the un.org/insurance website, noting each one's effective date. Check for wording changes from year to year on 1 July, as it's important to note what is covered and what is not in each update.
- Note HLIS's contact routes (HLIS@un.org) and check them before relying on them, as details change. Remember that a change of personal home address should be notified separately to both HLIS and the Pension Fund.
- Always send a copy to ashi@un.org (After-Service Health Insurance) when e-mailing HLIS; it bypasses the general queue and routes your documentation directly to the dedicated HLIS team managing post-service benefits for retirees and their dependents.
- Keep one organized file of medical history, correspondence and any formal clinical assessments. Include copies of your detailed invoices and keep a record of all your costs.

Phase 2. When a crisis happens

- Ask for a written hospital discharge summary that sets out the clinical necessity of any care at home package.
- Ask the treating clinician to document relevant assessments (for example frailty, performance status or pressure-injury risk) as they are made, and to describe the care tasks required, together with any delegation and supervision arrangements.
- Use regulated care providers in the UK, make sure they are Care Quality Commission (CQC)-registered and keep their credentials and training records, and specialist skills certificates, on file.
- Ask the provider to keep contemporaneous notes,

distinguishing clinical from non-clinical tasks where that can be accurately recorded.

- Ask the carers or care agency to prepare invoices detailing the specialist care they are providing. This is essential. *Always include the detail of the care services* they are providing in the invoices.
- Log every call with the insurer: date, name, what was said and any timescales, and confirm anything important by e-mail.

Phase 3. Submitting a claim

- Submit itemised invoices from the outset, with a short covering note explaining the medical necessity and referring to the discharge plan. If there isn't a tick box section in the portal that aligns with your medical needs, read the description of health benefits to see if it is covered, and submit in the portal using the page reference and year edition.
- Ask, in writing, how your plan defines "medical necessity" and "custodial care", so you understand the criteria being applied.
- Read each settlement note carefully for the stated reason if your claim is rejected. Be ready to add additional documents in the Cigna portal and for any requests for further documents, and respond in writing.
- Diarise the plan's formal response and appeal deadlines and follow up sooner if health or finances make the matter urgent.
- Remember to load all your invoices within the time limit (two years from the date of the invoice). Even if they are rejected, they must be lodged to be considered.

Phase 4. If a claim is declined or reclassified

- Ask, in writing, exactly which elements were declined and on what basis.
- You may request written confirmation that a suitably qualified clinician reviewed the file.

- A detailed, signed letter from the treating GP or consultant, addressing medical necessity directly, is often the most useful piece of evidence.
- If your care is delivered under a national framework that allows trained carers to carry out delegated clinical tasks under professional supervision, it helps to identify that framework by name and keep a copy. For the UK, this is found on the www.nmc.org.uk website.
- Follow the WWP formal appeal procedure and keep a record of the deadlines exactly as set out in the plan documents and any decision letter. Keep copies of everything.

Phase 5. Sources of support

- HLIS administers and oversees the health plans and is the point of contact for escalation within the plan's own procedures.
- Retiree associations such as AFICS and BAFUNCS can offer members support and signpost further help.
- OSLA (the Office of Staff Legal Assistance) and other advisers may be able to assist; check eligibility, scope and any fees before relying on a particular route. OSLA is a free service for all UN staff and worth knowing about. Keep a note of their website: www.un.org/en/internaljustice/osla/.
- For a large or complex dispute, it is worth seeking appropriate advice early rather than late.

A final word

Very few of us plan for the possibility that our later years, or our partner's, might involve a complex insurance claim. This checklist cannot guarantee any outcome, but it will help to prepare you when time is of the essence. Small steps such as keeping good records, understanding the procedures, knowing the health care benefits available, meeting the formal deadlines and using the review routes available will make a genuinely difficult process a little more manageable at the time when it matters most.

In Memoriam

Eugenia Bishop Fay 1924 – 2026



Eugenia was a neighbour of mine in Highgate, London. On finding my name in the 2005 address list of BAFUNCS members, she kindly wrote a welcome note to me, and we met soon thereafter. I continued to socialize with her on a regular basis. She was well-informed about global affairs, and we had “spirited” discussions putting the world to rights over many a G&T! These also included much reminiscing on her part; with such a long and active life, there was much to remember.

Eugenia was Italian, having been born and brought up in Milan. She was an excellent linguist – even trying to learn Hungarian and then Mandarin in her last few years. With her first husband, she moved to the USA and worked as an interpreter for the United Nations. She also, I believe, served in WHO, working with education and student scholarships.

Joining BAFUNCS in 1979 (member 179) Eugenia was one of our earliest members. She was active from the outset, joining the Greater London regional committee in 1979, becoming Vice-Chair in 1981 (with the post of Chair vacant) – though it is not clear for how long. She always told me stories of how active the region was, and of the large numbers she took out for lunch and to the Royal Institution, etc. This must have been in the period before 1986, but I can find no record of these activities in the early newsletters.

Eugenia was appointed Treasurer in 2003 and held that post one year.

Eugenia was a woman of many talents: in her youth, she was a champion ice skater and throughout her life was an excellent swimmer and scuba diver and also played the harp. She developed many interests, some as unusual as being a member of the Cloud Appreciation Society, to which she enrolled me.

Above all, Eugenia loved socializing and bringing people together. She also loved her dogs, mostly Scottie dogs, which she kept for most of her life.

Those who knew her can probably all agree that she was totally unique: a strong character with strong opinions, vibrant and at times dramatic, creative and artistic. She, with her wonderful, deep and expressive voice, will be much missed.

Sheila Macrae

Basil George Hoare 1927 – 2026

Basil Hoare died peacefully at his care home in Twickenham just a few months short of his 100th birthday. He was an active member of the Surrey Region for over three decades, during which time he came to every meeting and event and never missed an annual reunion until failing health prevented him from attending. He was a well-loved member of the Region known for his generosity, sense of humour and zest for life. Several of us were able to take Basil to the Maids of Honour in Kew to celebrate his 90th birthday and we had hoped to celebrate his 100th. Unfortunately, that was not to be. Two members attended his funeral on behalf of BAFUNCS.

Born in East Sheen, Basil was evacuated in 1939 to a farm in

Gloucestershire where he was introduced to agriculture which was to become the basis of his future career in FAO and elsewhere. Working for ILO and then FAO, Basil was based mainly in the field in many countries throughout Africa and Asia/Pacific where his concern was always with small farmers. His memoirs, which he was inspired to write as a result of the UNCRP, are a fitting record to a life dedicated to international service.

Basil lived a life of extraordinary adventure. He was defined, above all, by his moral integrity, his demand for high standards in everything he did, his love of humanity and his commitment to supporting young people.



Basil – we were honoured to have you with us in the Surrey Region for so many years, and your smile and sunny personality will always be remembered. We will miss you.

Marilyn Carr

Membership news

Aubrey Botsford

Membership & Subscriptions Secretary

The following membership changes have occurred or been notified to us since our last update (Spring 2026 Newsletter), and cover the period to 15 July 2026. For reasons of space, members affiliated with more than two organizations during their careers are shown as having worked at “UN agencies”.

Please let us know of any errors or omissions by contacting Aubrey at membership@bafuncs.org.uk.

New members

Motoko Aritake-Wild	OXF	UN agencies
Charles Bodwell	LON	ILO/UNIDO
Peter Burns	OXF	UN agencies
Fiona Curlet	LON	WHO
Roxana Djalili	LON	IMO
Stephanie Duffill	SRY	WIPO
S. Godfrey	LON	IOM
Maria Hutchinson MacAlpine	LON	UN agencies
Nicholas Jeffreys	NOR	WHO/UNESCO
Martha Jennings	LON	ILO
Conrad Peter Kessler	LON	UNHCR
Sheela Matthew	OXF	WFP
Lesley McInnis	OVS	UN agencies

Benjamin Perks	OVS	UNICEF
Steven Townley	WMW	UN agencies

Former members (lapsed or resigned)

Michael Irwin	SRY	UN agencies/ World Bank
Carl Terry	OVS	CTBTO/IAEA
Barbara Webb	NOR	UN agencies /World Bank

In memoriam

Kathleen Chacho	LON	FAO
Jean Crossby	KSX	UNESCO
Joan Gunby	OVS	WHO
Basil Hoare	SRY	FAO/ILO
Brian Kingston	NOR	FAO
Duncan Morris	WMW	ILO
Bashir Muntasser	LON	UNFPA
Anne Patricia Saunders	NOR	UN

Emergency contacts

Occasionally we lose touch with a member – and their family or friends. Probably the most notable example of the sort of problem that can ensue is the suspension of pension payments.

Each year UNJSPF sends BAFUNCS a list of UK pensioners whose signed CEs (Certificates of Entitlement) have not been received. If the beneficiary cannot be traced (e.g. because he or she has changed address or is in hospital) the pension is suspended. Obviously, having the name of a family member or friend makes it easier for BAFUNCS to find the person and let the Fund know – before the payments are suspended.

This is an appeal to members who have not already provided the name of someone whom we can contact, or have not recently updated it, to do so now. You can do this in your profile on the BAFUNCS website or by informing your regional officer or the membership secretary.

Regional officers of BAFUNCS

as at end-July 2026

Contact details for all BAFUNCS officials are in the online Membership Directory available on the BAFUNCS website (<https://bafuncs.org/membership-directory/>)

CAMBRIDGE

Regional Representative/Secretary	Nicky Rodgers
Treasurer	Lynette Kimata
Member support	Nicky Rodgers

KENT AND SUSSEX

Regional Representative.	Heather Johnson
Treasurer	Richard Sydenham
Member support	Terri Jezeph

LONDON

Regional Representative	Hannah Shabathai
Secretary	Carole Harris
Member support	Tekeste Ghebray Bella Evidente

NORTHERN

Regional Representative	Nikki Feirn
Treasurer	Sarah Mehta
Edinburgh Sub-region	Hossein Khermandmand
Member support	Nikki Feirn

OVERSEAS

Regional Representative	Mary Hamouda
Treasurer	Richard Saynor
Member support	Mary Hamouda

OXFORD

Regional Representative	Stephen Rudgard
Treasurer	Anoma Jayawickrema
Member support	Alison Rhodes

SOUTH CENTRAL

Regional Representative (to be contacted on all matters)	Claudine Pichon
---	-----------------

SOUTH WEST

Regional Representative (to be contacted on all matters)	Mark Davis
---	------------

SURREY

Regional Representative	Marilyn Carr
Secretary	Rini Reza
Treasurer	Marilyn Carr/ Joanna Tempowski
Member support	Joanna Tempowski
Social Secretary	Vacant
Membership Secretary	Karen Jørgensen

WEST MIDLAND AND WALES

Regional Representative	Jane Nicholson
Treasurer	Elizabeth Searle

BAFUNCS Membership

BAFUNCS exists to facilitate communication between former UN employees both for social purposes and to provide practical help and advice. Members are urged to recruit friends and former UN colleagues. Members receive the Newsletter in Spring and Autumn. The Membership List is available on the BAFUNCS website (<https://bafuncs.org/membership-directory/>). BAFUNCS has also issued the following information notes that can be downloaded from the publications page of the website:

1. About us (information available on the website)
 2. What to do when a pensioner dies
 3. Accommodation for older people
 4. [No longer applicable]
 5. Taxation in the United Kingdom
 6. Managing your personal information
 7. Member support
 8. Wills and succession
 9. United Nations Career Records Project (UNCRP)
 10. Guide to the BAFUNCS Benevolent Fund
- Subscription rates (subject to change): single £30 (non-digital £35); joint £45 (non-digital £50); single life £750; joint life £1,125.

Applicants for membership should complete the online application form that can be found on the website. A paper application form as well as hard copies of the available information notes can be obtained from the BAFUNCS Membership & Subscriptions Secretary: membership@bafuncs.org, Aubrey Botsford, 42 Parklands Road, London, SW16 6TF

BAFUNCS Benevolent Fund

Trustees:

Chair: Lynne O'Donoghue (UNHQ/UNMIBH/UNDP)

Treasurer: KC Tan (UNRWA/ICAO/UNFPA/ITC)

Secretary: Joanna Tempowski (WHO)

Members: John Cubbon (UNMIBH/UNMIK/ICTY),
John Doherty (FAO/IAEA),
Lesley Onyon (WHO/UNEP),
Sarah Papineau (UNDP).

Correspondence

All correspondence is treated as confidential.

The Fund is a registered charity and welcomes contributions through the Gift Aid scheme.

For application forms/further information see:
bafuncs.org/bafuncs-benevolent-fund-bbf-rev/ or
email the Secretary: benevolent.fund@bafuncs.org

Celebrating **50 Years** of **BAFUNCS**



2027 heralds in a special year as we will celebrate 50 years of BAFUNCS. In order to honour this golden jubilee year for our Association, we have chosen to host our Annual Reunion for 2027 near the historic cathedral city of Chester. This momentous occasion will take place in early September 2027.

To celebrate this major milestone for BAFUNCS, our Annual Reunion will be held at the luxurious Grosvenor Pulford Hotel and Spa. This privately-owned 4-star hotel is located just outside the city of Chester and is surrounded by the beautifully scenic countryside of both Cheshire and Wales. The award-winning hotel is set within its own stunning landscaped grounds that include an Asian sensory garden. This intriguing garden is designed to offer a peaceful Far Eastern-inspired environment, where we can engage our senses with a koi carp pond, soothing water features and a cosy summerhouse.

As well as its 75 boutique-style rooms, the Grosvenor Pulford will offer our members a variety of amenities, including a luxury spa that affords a myriad of health and wellbeing experiences as well as steam rooms and a sauna. For our sporty members, there is a well-equipped fitness centre and an exquisite indoor swimming pool.

The Grosvenor Pulford is also locally renowned for its dining experiences. Nelson's, a lively gastropub, offers a more casual relaxed space to unwind, while the lavish Palm Court is well known for its more formal dining, offering a variety of British and European meal choices. The Laurent-Perrier wine cave, which houses around 100 different types of wine, is the ideal spot for those members who like to relax over a good glass of wine.

Let's make the 2027 Annual Reunion a special occasion, by gathering together at this beautiful Chester location to share our pride and joy in 50 years of BAFUNCS.

