

BAFUNCS

British Association of Former United Nations Civil Servants

NEWSLETTER



Number 85
Spring 2024



In this Issue:

Annual reunion
2024

Travels with my
sketchbook

Regional activities
in 2023

Documents for AGM24

Annual reunion 2025

BAFUNCS

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

Officers of the Association

President

Sir Mark Lowcock, KCB

Vice-Presidents

David Axford (WMO)
Sheila Cooper (WHO)
Cyril Groom (FAO)
Bryan Suinters (WHO)

Honorary Vice-Presidents

Erik Jensen (UN)
Sir Richard Jolly (UNICEF/UNDP)
Sir Kieran Prendergast (UN)

Executive Committee

Chair

Vacant

Vice-Chair

Andy Flatt (UN-ECA/HQ/ESCAP)

Secretary

Richard Sydenham (UN)

Treasurer

Richard Saynor (WHO)

Elected Members

Duncan Barclay (UN/UNHCR/UNCTAD/UNDP/ICSC)
Aubrey Botsford (IMO)
Carolyn Murphy (WHO)
Nichola Rodgers (FAO)
Mary Roll-Vallanjon (WHO)
Coby Sikkens (WHO)

Co-opted Members

Robert England (UNDP)
Sheila Macrae (UNFPA)
Alnoor Nathoo (IMO)
Nicholas Rosellini (UNDP/UN)
Stephen Rudgard (FAO)

How to contact BAFUNCS

Administration

Richard Sydenham, 1 Wyberlye Road,
Burgess Hill, Sussex, RH15 8HX
secretary@bafunco.org

Finance

Richard Saynor,
271 rue des Eycherolles, Ornex,
F-01210 France
treasurer@bafunco.org

Membership (other than subscriptions)

Membership Secretary, Duncan Barclay,
23 Schaw House, 69 Schaw Drive, Bearsden,
East Dunbartonshire, G61 3AT
duncanbarclay95@hotmail.com

Subscriptions

Subscriptions Secretary, Aubrey Botsford,
42 Parklands Road, London, SW16 6TF
subscriptions@bafunco.org

Pensions

Carolyn Murphy, 18 Orchard Road,
Upper Poppleton, York, N. Yorkshire, YO26 6HF
pensions@bafunco.org

Member Support & Welfare

Vacant
welfare@bafunco.org

Newsletter

Mary Roll-Vallanjon, 51 route de Mondorf
L-5552 Remich, Luxembourg
maryroll51@gmail.com

Website

Robert England
website@bafunco.org
Cover picture: River Avon with Pulteney bridge
and the weir, Bath (Adobe Stock)
Design & layout: Clive Davies
Printed by BCQ group

Newsletter Editor succession planning

The Executive Committee has discussed the need for succession planning in relation to key functions, in view of the increasing risks of unforeseen health issues inevitable for our age group. In the case of the newsletter, even a minor setback at the wrong time could potentially cause disruption in the publication process.

In view of the rather specific professional knowledge and experience needed, not to mention the importance of keeping in constant touch with the life of the Association, it is difficult to identify potential successors willing to take on the responsibility.

At its meeting in November 2023, the Executive Committee agreed that a plan should be prepared, so that a transition can be effected smoothly should the need arise in an emergency, or to identify a successor to replace the current Editor permanently.

Using information available to the Executive Committee through responses to surveys or questionnaires and any other relevant information, the Editor will in the next few months identify 5-6 members who have indicated a general interest in the newsletter.

These members would then be asked to form a Sub-Committee for the Newsletter, under the purview of the Executive Committee, chaired by the current Newsletter Editor.

The proposed terms of reference of the Sub-Committee for the Newsletter are as follows:

- Review the current format of the newsletter and make proposals for improving it/making it more compatible with modern trends, if needed.
- Remain informed by the Editor of ongoing affairs related to the newsletter, so as to be "in the loop" in case of an unforeseen crisis.
- Draw up terms of reference (a sort of post description) for the Newsletter Editor.
- Prepare an emergency plan and a permanent succession plan to replace the current Editor. This process would hopefully reveal which of the members of the Sub-Committee would be willing and able to take over either temporarily or permanently.

Any member who is potentially interested in participating in this exercise is invited to contact the Editor at maryroll51@gmail.com.

Contact the Editor

The final deadline for receiving contributions to the Autumn 2024 issue is 31 July 2024, provided they are expected. The Editor should preferably be contacted no later than end-June 2024 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 85 - Spring 2024

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,

The Annual Reunion in Bath is approaching fast, and the latest information on speakers and excursions is provided here on pp.4-5, followed by the detailed programme. A reminder of contacts to book if you have not already done so is on p.8. While everything is going according to plan for 2024, 2025 is proving to be a challenge. It now appears unlikely that Vienna will be a feasible option, and the Permanent Committee for the AR is busy looking for alternatives. As soon as any news becomes available, it will appear on the website, and the full package will as usual be in the Autumn 2024 newsletter.

This issue contains all the documentation that is required for the AGM, which will again be held virtually in 2024. This format seems to suit members, and it frees up more time during the annual reunions. Regional activities have continued to thrive under the able leadership of Nicky Rodgers, and her report is given on pp.13-17.

The Member Support team have produced a very useful series of articles on the options available for long-term care in the UK (pp.11-12).

And last but not least, our newsletter is livened up thanks to the artistic talent of Michael Askwith. We have reproduced a few of the sketches he has made over the years of the fascinating places he visited in the course of his professional travels (pp.7-9, 32 and back cover).

Mary Roll-Vallanjon

4 AR 2024	Contents Number 85 Spring 2024	18 AGM 2024 documentation
7 Travels with my sketchbook	12 NHS and private health care	27 Annual reunion 2025
11 Live-in care	13 Regional activities 2023	34 Membership news

2024 Annual Reunion, Bath

19-21 May 2024

There's still time to participate in the Association's 45th Annual Reunion, which takes place in Bath from 19 to 21 May 2024. The registration form and booking details are available for download from the BAFUNCS website (and if, like many of us, you have carefully preserved the Autumn 2023 Newsletter, you will find the forms as looseleaf inserts).

The programme for the Reunion is on p.6. As far as speakers are concerned, we have managed to go one better than usual, with three noted guests. Our President Sir Mark Lowcock has chosen the all-encompassing title of *The state of the world* as the topic of his conversation with Lord (Peter) Ricketts on the morning of Monday 20 May. Sir Peter, who now sits as a cross-bencher in the House of Lords, served as chair of the Joint Intelligence Committee under Tony Blair and was Permanent Secretary of the Foreign and Commonwealth Office under Gordon Brown. He subsequently served as the first UK National Security Adviser from 2010 to 2012, and was HM Ambassador to France from 2012 until his retirement in 2016. He is the author of *Hard choices: what Britain does next* (2021)

– a compelling read. There are always fascinating take-aways from these conversations.

From *The state of the world*, we will move as seamlessly as possible to our immediate locality – Bath. Our speaker, Professor Barry Gilbertson, is Chair of the City of Bath UNESCO World Heritage Site. He will be talking to us about the history and culture of Bath, which is one of only 22 double-inscribed sites among the 1199 world heritage sites. A former President of the Royal Institute of Chartered Surveyors and a former adviser to the Bank of England, Professor Gilbertson is a regular and entertaining speaker who has spoken at conferences and has led or worked on projects in 34 countries. Taking notes during his talk is not mandatory, but may stand you in good stead for the quiz at the gala dinner in the evening!

The final day of the Reunion will see us return to the global stage with a talk by Lieutenant Colonel Matthew Whitchurch MBE. A Fellow of the Institute of Royal Engineers, Matthew is a British army officer who has taken part in eight wars and has served in many UN



Roman Baths and Bath Abbey

peacekeeping operations. He is a regular speaker on this aspect of the UN's work around the world, based on his hard-won experience in the field. He will be giving us the benefit of his reflections on this experience on the morning of Tuesday 21 May.

As for the excursions, join us for a guided walking tour of Bath, its UNESCO designation being based on the way it reflects both the Roman and Georgian eras. The blue badge guided tour will take us from Roman Britain in the 60s and 70s AD to Bath Abbey, the site of Christian worship for over 1000 years, to the classical architecture of Greece and Rome of the Georgian-era buildings. To name just a few, the Pump Room, the spectacular Royal Crescent and The Circus, plus the Palladian Pulteney Bridge across the River Avon with shops built across the full span (featured on the cover of this newsletter). This excursion option will also help you win the quiz Monday evening.

Alternatively, a 45-minute coach trip through beautiful countryside will bring you to Lacock Abbey and the surrounding village, wholly owned and perfectly preserved by the National Trust, and it is easy to see why it has been used for film sets such as *Pride and Prejudice* and *Harry Potter*. The museum celebrates the history of photography and the achievement of William Henry Fox Talbot, a former owner of Lacock Abbey and inventor of the photographic negative. The original nunnery was founded by Ela, Countess of Salisbury, one of the most powerful women in the Middle Ages; the property then became a Tudor Manor, and finally a Victorian country house with medieval cloisters.

Architecture, history, culture, stories, what more could you want ... There is a famous quote from William Butler Yeats which sums up the Reunion as a whole: "There are no strangers here; only friends you haven't yet met." Excursions are a good opportunity to get to know people too.



Town Square in Bath



Riverside Park, Bath



Royal Crescent, Bath

Programme

Sunday 19 May

- 15.00–17.30 Registration and arrival tea and coffee (adjacent to lobby). The check-in time is 4 p.m.
- 15.00–18.00 *Avon room*. One hour each for meetings of the Benevolent Fund trustees, the regional representatives, and the Member Support Committee
- 18.30 Pre-dinner drinks (adjacent to the lobby)
- 19.30 Informal dinner (Abbey suite)

Monday 20 May

- 6.00–8.45 Breakfast in the hotel restaurant
- 9.00–9.15 *Abbey suite*. Welcome by the President, reading of the Preamble to the UN Charter, remembrance of deceased members, housekeeping announcements
- 9.15–10.40 *Conversazione* between Sir Peter Ricketts and BAFUNCS President Sir Mark Lowcock, followed by Q&A
- 10.40–11.00 Coffee break
- 11.00–11.55 Talk by Professor Barry Gilbertson on the history and culture of Bath
- 12.00–13.00 Buffet lunch
- 13.00–17.30 Optional excursions
- 19.00–19.30 Cash bar
- 19.30–23.00 Gala dinner (*Abbey suite*), including toasts and quiz

Tuesday 21 May

- 6.00–8.45 Breakfast in the hotel restaurant
- 9.00–10.30 Talk by Mr Matthew Whitchurch MBE on UN peacekeeping, followed by Q&A
- 10.30–11.00 Coffee break
- 11.00–11.45 Brief review of the BAFUNCS year, followed by topics raised by members including the holding of annual reunions overseas
- 11.45–12.00 Closure of the reunion, with valedictory thanks
- 14.00–15.30 *Optional excursion*. Tea in the Pump Room, followed by a tour of the Roman Baths



Travels with my sketchbook

Michael Askwith



Sketching in St Petersburg on an icy winter's day

In the course of a roving career with UNDP, I have tried to record memories through diaries, journals, photos and sketches. Saving them from the skip and then squeezing them into limited shelf space in our new home in St. George's Park has been a challenge. To keep or not to keep? That is a question that might have tested even William Shakespeare! In the process of pruning, I have come across sketches and paintings from different stages of life which complement otherwise dry and bureaucratic UN reports.

During 1996 –1997, I carried out many short-term assignments to eastern Europe and the Commonwealth of Independent States (CIS), established in 1991 after the collapse of the USSR.* My job was to write 12-page advisory notes for the preparation of country cooperation frameworks (CCFs) which would subsequently be approved by the UNDP Executive



World Cup qualifier, Armenia vs Northern Ireland, Yerevan, 30 April 1997

* Comprising Russia, Belarus and Ukraine, and the nine former Soviet Socialist Republics of Armenia, Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Tajikistan, Turkmenistan and Uzbekistan.



Mausoleum of Sirvan Shah, Baku, Azerbaijan

Board. These notes, which constituted draft CCFs, were designed to bring together, in a coherent way, the various ongoing and planned support projects in each country, according to UNDP guidelines. The resulting documents would summarize national priorities for proposed UN support over a three-year period. In most cases, these related to strengthening governance systems along more western and EU-compatible lines, for instance relating to democratic processes, elections, parliamentary procedures, the rule of law, judicial systems, ombudsmen, human rights, anti-corruption and civil service reform, etc. Also high on the priority lists were the development of policies and management systems for regional, economic and social development. Other areas related to the application of international norms and conventions in areas such as environmental conservation, the advancement of women and gender equality, and the protection of vulnerable groups such as children and the disabled.

Each country presented a different set of challenges for which the UN agencies would mainly partner with other aid donors to support specific ministries

and departments. Each UN country strategy required extensive consultations with government officials, UN staff, donors and nongovernmental organizations as well as, where possible, visits to selected projects. They also involved reviews of countless documents and successive drafts for submission to the government at the end of my missions. It was intensive, creative and exciting work, working with national and international colleagues, to tight deadlines.

But it was not all work. Happily, I was able to use windows of opportunity, particularly at weekends, to take a break to visit places of interest, both in the capital cities as well as outside, during which I tried to make quick sketches and paintings of local scenes and features, in addition to taking photos. My favourite subjects were architectural ones, helped by the fact that unlike people, they did not move. The technical intricacies of achieving the right perspective for buildings such as cathedrals or theatres were one challenge. Capturing people and faces was another, not to mention water, skies and weather.

In doing so I used simple water- and fade-proof felt-tip pens, of different widths, as well as a simple artist's



Church of the Resurrection, Christ the Saviour, St Petersburg



A night out at the Bolshoi, Moscow

water colour paint box, a selection of brushes and a bottle of water, all carried in a small rucksack. The results were of course mixed, and often incomplete due to time constraints. How often did I need a mentor, standing by to provide hints on technique!

But these sketches, in addition to providing technical challenges of representing intricate scenes on paper, helped me to capture impressions, however imperfect, of features of interest. They also served as indelible mental reminders of sights which I had been fortunate to see in some fascinating countries.

Examples are a visit to the national stadium in Yerevan (Armenia), to see Northern Ireland draw with Armenia in a World Cup qualifier; an ancient mausoleum in Baku (Azerbaijan); a view of a striking telecommunications mast in Tbilisi (Georgia) and a formidable government building in Kishinev (Moldova).

In the Russian Federation, I saw some wonderful urban landscapes in Moscow and St Petersburg, and

the Moscow and Nema rivers, as well as the striking auditorium of the Bolshoi Theatre in Moscow and the Church of the Resurrection in St Petersburg.

And finally, on to the newly independent countries of Tajikistan, with memories of Lenin; Turkmenistan, with some memorable market scenes; Ukraine, with its vestiges of anti-government protest in Independence Square; and Uzbekistan, before returning to my home base of New York, there was no shortage of paintable sights.

All in all, while I would hope that my official contributions may have made at least a small difference to the UN's support in helping former Soviet regimes to adapt to different models of governance, at least I have a good set of painted reminders of wonderful experiences in fascinating countries.

See p.32 and p.36 (back cover) for more sketches.

Liberty or security?

That is the question* Further thoughts

Dev Ray

I read with interest the article by Mary Roll-Vallanjon to which I would like to add a few personal comments.

Mary has done us all a great service in highlighting the pros and cons of assisted living. However, some aspects would benefit from greater emphasis.

She is fortunate that she lives with her spouse in the assisted living homes she describes. Despite some of the pros she mentions, many people living in these establishments are living alone – widows or widowers. As such their spectrum of having dear ones nearby is much more limited. Often, those who are living in this type of accommodation are there because it has become very difficult for them to live independently, or they are placed there by their families, unable to provide the care they require.

The first shock is to be surrounded primarily by elderly people, with far fewer contacts with younger generations – be they in the street, in shops, or in public spaces.

I have witnessed my own mother-in-law in one of these homes, she was eager to quit the world, to escape being surrounded by people with so many health problems. Another person I knew was the gifted former Director of Human Resources in another Organization. He too was soon fed up. Even though the home was like a four- or five-star hotel – he was a captive.

I have always thought it would be much more amenable if these accommodations can be paired with schools of young children – both populations would gain a lot and participate in mutual activities.

Also, if we look at various books on mortality,** we find that a majority of people want to live their last years of life in their own homes rather than in assisted living quarters. Of course, some would be much better off in these quarters, e.g. those suffering from Alzheimer's or diseases which need fairly constant care.

For those able to continue their lives with some periodic assistance, it may not be such a good choice.

But as Mary points out, each person will have to assess their needs and decide accordingly.

My comments are not to be construed as negative ones but as supplementary considerations.

* This article, first published in BAFUNCS Newsletter 84, Autumn 2023, p.13, was reproduced in the magazine of the Association of Former WHO Staff Members, *AFSM Quarterly News*, January 2024, in which this comment was also published.

** Atul Gawande. *Being mortal, medicine and what matters in the end*. Picador Publishing, or from Amazon (available free to read on Kindle Unlimited).

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 Andy Flatt, any member of the Executive Committee, or your regional representative.

Live-in care

Advantages and possible pitfalls

Terri Jezeph & Penny Ratcliffe

BBF Trustees, on behalf of the Member Support Group

At a recent BAFUNCS Welfare Support meeting, we were asked to put together an article for inclusion in the BAFUNCS Newsletter on the advantages and possible pitfalls for families having to make difficult decisions on the ability of a frail family member being able to stay at home or having to go into long-term care in a residential home. We have spoken to a number of families about how they found live-in care for an elderly frail family member. There seem to be two main avenues.

1. Finding your own staff through friends, family and community contacts

Apart from references, you may need to think about:

- DBS police disclosure check, to ensure they have no police record;
- the candidate's right to be in the UK and their right to work;
- organization of the chosen person's national insurance payment;
- the need for cover when the carer is sick or has days off.

2. Using an agency specializing in providing live-in care

Although this is an expensive solution, the costs are similar to those for a high-end residential home. There are a number of such agencies across the UK, although many only work within a limited geographical area. Contact a few different agencies before making a choice. Among all the other questions you may have, consider asking about the provisions they have made regarding the checks listed above in section 1. The Care Quality Commission keeps a list and grades all such agencies after inspection. Look for agencies that receive top-quality ratings (www.cqc.org.uk).

Most agencies will set up a system that provides a rotation of 3-4 different carers who will stay for 1-6 week periods. The carer should have a few hours of free time built in each day. Look for agencies that can offer a guarantee that the same few carers are sent, rather than a different new carer for each rotation. There should be a written mutually-agreed management plan left in the home for carers to follow regarding activities,

meals, contact numbers and anything else pertinent to the full care needed.

Carers are there to provide a level of care that a close family member would. They are not nurses. District nurses and doctors should continue to offer home visits where appropriate. A frank conversation should be had on the mobility and dementia needs to be covered so that the agency can provide the most appropriate staff.

Staying on in your own home is a great boost to mental and physical wellbeing; it helps to be surrounded by people you know and with whom you share many common interests, and where friends can pop in easily for chats. It can be very useful if a family member lives locally, so as to provide a point of contact for the carers.

The BAFUNCS Benevolent Fund is there to assist financially with some of the costs involved in the process of setting up live-in care and the need for respite care.

In addition, the local NHS and social services can be very helpful in providing at no cost special equipment for the frail and elderly to enable them to remain in their own homes.

Within the NHS there is a *continuing health care* system that can cover the cost of live-in carers. The process involved in NHS continuing health care assessments can be complex. An organization called Beacon gives free independent advice on NHS continuing health care. Visit the Beacon website or call the free helpline on 0345 548 0300.

The family member and carers within the family may be entitled to additional benefits related to their financial means and/or the related health condition or disability. A benefit check is advisable to establish entitlement.

In conclusion, we should also mention that there is a third option as opposed to residential or live-in care and that is sheltered accommodation. For a discussion of the advantages and disadvantages of residential care, see *Liberty or security – that is the question*, Newsletter 84, Autumn 2023, p.13.

Using NHS and private health care

There is no communication between NHS and private health care providers. If using both systems, it is advisable to obtain any medical notes and documents clarifying the treatment and health care carried out to show the other provider.

If I pay for private treatment how will my NHS care be affected?

The NHS website guidance is summarized as follows:

- Your NHS care will continue to be free of charge.
- You cannot be asked to pay towards your NHS care, except where legislation allows charges, such as prescription charges.
- The NHS cannot pay for or subsidize your private hospital treatment.
- There must be as clear a separation as possible between your private treatment and your NHS treatment.
- Your position on an NHS waiting list should not be affected if you choose to have a private consultation.

<https://www.nhs.uk/common-health-questions/nhs-services-and-treatments/if-i-pay-for-private-treatment-how-will-my-nhs-care-be-affected/>

Sources of information on private consultants and hospitals

1. Government agency regulators of health and social care

England	The Care Quality Commission	https://www.cqc.org.uk/
Scotland	Care Inspectorate	https://www.careinspectorate.com/
Wales	Care Inspectorate	https://www.careinspectorate.wales/
Northern Ireland	Regulation and Quality Improvement Authority	https://www.rqia.org.uk/

2. The Private Healthcare Information Network

An independent organization that publishes performance and fees information about private consultants and hospitals.

<https://www.phin.org.uk/>

Please contact your regional member support officer for further assistance if you are not able to access the internet (see list on inside back cover, p.35).

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 Secretary, Duncan Barclay, at duncanbarclay95@hotmail.com; or can obtain support from the respective regional team.

Regional activities

in 2023

compiled by **Nicky Rodgers**, Regional Convenor

Cambridge Region

Nicky Rodgers

We enjoyed a successful year, beginning in March at the Bell Hotel in Thetford with 19 members reuniting for drinks followed by our AGM and a buffet lunch.



National Horse Racing Museum: BAFUNCS Vice-Chairman Andy Flatt (far left), with Lynette Kimata, Therese Bruce, Nikki Feirn, Nina Zealey, Nicky Rodgers CAM

Sally Hartley, in discussion with Nicky, described the inspiration behind her memoir *Finding strawberries*, the proceeds of which support carers with a disabled family member in Kenya through the development of self-help groups, education, rehabilitation and income generation.

We welcome Rosalyn Burgess who was approved by those present to join our team as social secretary.



Lunch at the Bell hotel, Thetford, March 2023 CAM

Our visit to Henry Moore Studios and Gardens in June was attended by 11 regional members, as well as Mohammed Zaman (LON) and guest Julie Meaden. We endured the heat to saunter through the gardens and admire the fine bronze and stone sculptures.



Henry Moore gardens, June 2023 CAM

The indoor displays gave insight into Henry Moore's creativity and his inspiration elicited from collections of global cultural art.

In September we met at the National Horse Racing Museum where in the Rothschild Yard we learned how retired racehorses are retrained for a lifestyle change. The *Mutiny in Colour* exhibition was full of surprising works of art by contemporary artists including Damien Hirst, Tracey Emin, Banksy, as well as *My Dog Sighs* and *Kaws*.

After lunch we browsed through the history of Newmarket racing and the beautifully restored King Charles II Palace, viewing paintings by George Stubbs, Sir Alfred Munnings, Lucy Kemp-Welch and John Skeeping. We welcomed Tricia Beer to her first meeting as well as Andy and Nikki Flatt (NOR) and one guest.

The George Inn in Babraham hosted our festive lunch in a sunny garden room. Eighteen members ate, drank and engaged in merry conversation, while we raised a toast to absent friends. We have around 68 individual members and welcome new members Andree Shergold and Julia Dearing.



Work by John Skeeping, Newmarket CAM

Kent Sussex Region

Terri Jezeph, Heather Johnson & Richard Sydenham

KSX Region maintained a membership of about 45 during 2023, and we welcomed four new members. The region continued an active schedule of meetings and lunches, holding five meetings including an AGM and the Christmas lunch.

The region held its AGM and lunch in February at the Seaford Head golf club attended by 12 members. Agreement was reached at the AGM that Terri, Heather and Richard would continue to informally lead the region and that Richard would act as Treasurer.

In March seven members met for a delicious lunch at Cote restaurant in Chichester. We also visited a very interesting exhibition of Sussex art at the Pallant House Gallery, Chichester, followed by evensong in Chichester Cathedral.



Cote restaurant, Chichester, March 2023 KSX

In June, members met for lunch in Rye, East Sussex, and afterwards had the opportunity to explore the ancient and picturesque Cinque Port town with its 750-year history.

Our August meeting started with a visit to the Fishing Museum under the arches near the Palace Pier in Brighton. It traces the story of the seaside community in



Visit to Towner Gallery, Eastbourne, October 2023 KSX

Brighton from the 1700s. Afterwards, five members met at Shelter Hall for lunch. This is a renovated Victorian building built in the 1870s to allow "promenaders" to shelter from the rain.

Ten members met in October in Eastbourne for lunch at Pomodoro e Mozzarella restaurant. After lunch we strolled to the Towner Gallery where we visited the Turner Prize 2023 exhibition and permanent collection of Sussex artists including the Eric Ravilious Gallery and Collection Library. Outside the Towner Gallery we viewed a very interesting sculpture *The invisible enemy should not exist (Lamassu of Nineveh)* by Michael Rakowitz.

We celebrated the holiday season with our Christmas lunch, attended by 17 members at the Hummingbird restaurant in the 1930s art deco arrivals building at Shoreham airport, which was a very successful and enjoyable ending to 2023.

London Region

Nicky Rodgers

Pauline Barrett-Reid has led the London Region with her supporting team for many years, and they all made the decision to step down in 2023. We thank them for their hard work in keeping the region active for so long and wish them a well-deserved rest in the future.

In 2024 we welcome Carole Harris as Secretary and Hannah Shabathai as Regional Representative, who have agreed jointly to manage the region. Carole has worked with UNDP for 21 years as well as two further years with UNICEF in South Sudan, while Hannah worked for WHO for 39 years.

They look forward to meeting up with London members, so please support them by being in touch or attending the next gathering.

Northern Region

Nikki Feirn

The year 2023 was very quiet for the Northern Region. We stayed in touch with members through Christmas cards. Sadly, we lost one of our oldest members, Edgar Sutton, but we welcomed four new members.

Recovering from the enforced quarantine of Covid and the organization of the annual reunion in York in 2022, we have started to plan various events for 2024.

In June we plan to meet up in Edinburgh to visit the newly renovated National Gallery, and then on 25 and 26 September we will meet in Nairn. The hotel is close to Inverness airport so even though we will be in the furthest reaches of our region, overseas members will be able to join us.

Overseas Region

Harry Leefe

This year the OVS Region met for three lunches, in April at restaurant du Creux-de-Genthod, in August at La Table du Lac Divonne-les-Bains, and in November at the Cave Valaisanne, Geneva.



Lunch at Table du Lac, Divonne-les-Bains, August 2023 OVS

The three lunches were well attended and gave an opportunity for members living in the Geneva region to meet for a brief time. Unfortunately, there were no visitors from outside the region.

All three restaurants were able to provide a decent lunch at affordable prices. OVS has advertised the events on the BAFUNCS website to encourage members visiting Geneva or France, to join the OVS members if the dates coincide.

There were no other meetings or outings, but some members were at the annual reunion in London in May. As the OVS Region is widely dispersed throughout the world, only a small number of the membership are available for the lunch meetings.



Lunch at Creux-de-Genthod, April 2023 OVS

There is still a problem of not having new younger members joining the group, and the average age is still 70+. There are some potential recruits in the Geneva region who are retired or retiring soon, but there has to be a concerted effort to encourage them to join.

Finally, two members based in Vienna have offered to help the Annual Reunion Organizing Committee, for the AR to be held in Vienna in 2025.

Oxford Region

Stephen Rudgard



Christ Church Picture Gallery, October 2023 OXF

The Oxford Region summer lunch was held in the garden of the house of Omar and Latifa Noman in north Oxford on 28 June. A total of 18 members, including Sheila Macrae who had come down from London, enjoyed the wonderful food so kindly prepared by Latifa, who was such a generous hostess. The lovely house and garden provided a very pleasant setting for a convivial afternoon.

A small group from the Oxford Region visited the Christ Church Picture Gallery, Oxford, on 5 October. The Gallery holds one of the most important private collections of Old Master drawings in the country, and the group admired works by Leonardo da Vinci, Michelangelo, Dürer, Raphael and Rubens. The main rooms contained an impressive exhibition of



Christmas lunch at Shillingford Bridge hotel, December 2023 OXF

paintings by artists such as Filippino Lippi, Tintoretto, Veronese, Annibale Carracci and Salvator Rosa, as well as remarkable works by northern painters such as Anthony van Dyck, Frans Hals and Hugo van der Goes. The group moved on to have lunch at the Cote Brasserie in central Oxford, with five further members joining for the lunch.

The Oxford Region Christmas lunch was held at the impressive Shillingford Bridge hotel on 7 December. After a few late withdrawals, 20 members enjoyed the atmosphere in a lovely location, the excellent food, and the merry company. At a brief AGM held after the meal, Stephen Rudgard (Regional Representative) thanked Cyril Groom for more than 25 years of service as Treasurer and Secretary, and Anoma Jayawickrema for agreeing to take joint responsibility for the bank account.

There were a few calls for member support during the year, to which Latifa Noman responded. In addition, a card and a small gift were sent to seven members who are housebound or unable to attend events.

In terms of plans for 2024, there will be at least one tour combined with lunch, with suggestions being the Harwell Science and Innovation Campus and one of the gardens of the Oxford University colleges.

South Central Region

Claudine Pichon

Looking back to the year 2023, I can confirm that South Central had a successful year, meeting for lunches in April at the Bluebell Inn in Emsworth, in August at La Parisienne in Romsey and in September at the Bugle in Botley. We were pleased that Judy Burke, from Surrey region, could join us in Emsworth and Botley.

The Christmas celebrations were held at the Fox in Bramdean. The number of members attending each meeting reflects our policy of varying the location across the region to make them accessible to as many members as possible.

It is seven years since I replaced June Hargreaves Beer whom I believe to be irreplaceable. I have yet to meet some SCL members and hope they will decide to join us in 2024. Regular newsletters and Christmas cards were sent to all members this year.

Please remember to contact me if I can be of assistance.

South West Region

Penny Ratcliffe

It is hoped that the location of the 2024 AR in Bath in May will serve to bring more members from the South West Region together with the opportunity to renew acquaintances and to make new friends. Those willing to volunteer to assist with preparations together with the smooth running of the event will be very welcome and should get in touch with Penny or the AR Organizing Committee.

Penny attended the annual reunion in London, as well as the successful gathering in Stratford organized by Edith Davis in September 2023, where members from different regions enjoyed outings and meals together.

Christmas hampers were sent to those in the south-west who have been members for many years. Any member who believes BAFUNCS could provide support or assistance is welcome to contact Penny.

The Region still remains without a regional representative and we encourage a member to come forward. You will not regret it!

Surrey Region

Marilyn Carr

The Surrey Region had an active programme during 2023, including three committee meetings in January, April and October. Seven Surrey members attended the annual reunion in London in early May.

The Spring lunch and AGM were held on 7 March at the Angel Inn in Thames Ditton. All existing committee members stood for re-election with the posts of Regional Representative and General Secretary remaining vacant.

Seventeen members participated in the Summer outing to the London Museum of Water and Steam in



London Museum of Water and Steam, Brentford, July 2023 SRY



Christmas lunch, Angel Inn, Thames Ditton, December 2023 SRY

Brentford on 6 July, followed by an enjoyable lunch at the nearby Express Tavern at Kew Bridge. The Christmas lunch was held on 5 December at the Angel Inn in Thames Ditton, and enjoyed by 28 members.

Over the past year, we added one new joint membership (Rini Reza and Saiful Islam) and one single member (Sheida Sheikhi). We now stand at 59 memberships with a total of 71 individual members.

During the year, telephone contact was maintained with six members who are elderly, alone or otherwise vulnerable. Christmas cards were sent to members not attending the Christmas lunch and a small gift was, in addition, sent to 15 frail or housebound members.

The next scheduled event will be the AGM and Spring lunch on 7 March.

West Midlands and Wales Region

Edith Davis

The Region organized a social gathering on 3-5 September at the DoubleTree by Hilton, Stratford-



Lunch at the Hilton, Stratford, September 2023 WMW

upon-Avon. Other regions had also been invited to join the event. Overall, the event went off very well and the fabulous weather played a big part in that.

Several members who lived locally joined the group for the Sunday evening dinner at the Hilton, which made it a more fun and sociable evening.

We then had a leisurely day out to the National Trust property Charlecote Park near Stratford. This was followed by a very enjoyable lunch at the Charlecote Pheasant, returning to the hotel for a rest or for a visit into town.



Lunch at the Charlecote Pheasant, Stratford, September 2023 WMW

In the early evening, we met for a pre-theatre dinner, opposite the RSC Theatre, before viewing the excellent play *The Empress* that evening. As a "thank you", Edith was presented with a beautiful bouquet of flowers and a lovely box of chocolates by the group.

The following morning, before everyone travelled back home, we all met up for a coffee in the hotel lounge/bar, so we could say goodbye to each other. We all agreed that we had a fun few days, socializing and catching up.

Several new members have joined us, increasing our member total to 52. Sadly, we have also lost some who passed away during the year.

After five years I have stepped down as Regional Representative and Member Support Coordinator. We are looking for a replacement to manage the region so please get in touch with Edith or Nicky Rodgers if you would like to assist.

Annual General Meeting 2024

List of documents (adapted to virtual meeting)

- AGM/2024/1 List of documents
- AGM/2024/2 Process for the BAFUNCS Annual General Meeting 2024
- AGM/2024/3 Report of the virtual General Assembly 2023
- AGM/2024/4 Report of the Executive Committee for 2023/24
- AGM/2024/5 BAFUNCS accounts for the year ended 31 December 2023
Proposed budget for 2024 and 2025
- AGM/2024/6 Proposal to increase BAFUNCS membership subscriptions
- AGM/2024/7 Nominations for National Officers and Members of the Executive Committee 2024/25
- AGM/2024/8 Report on the BAFUNCS Benevolent Fund to 31 December 2023
- AGM/2024/9 Voting form**

* Separate flyer circulated with the newsletter.

Annual Reunion, Bath, 19-21 May 2024 Deadline approaching ...

Register and book your accommodation
before 31 March 2024

Venue: DoubleTree by Hilton, Bath

To book the hotel:

Call + 44 (0) 1225 463411 or 0800 876 6477 and quote "BAFUNCS Annual Reunion"

To register: E-mail registrar2024@bafuncs.org

Process for the BAFUNCS Annual General Meeting 2024

It is a constitutional requirement that BAFUNCS convene its AGM (constitutionally titled the "General Assembly") 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; and election of officers to the Executive Committee. BAFUNCS will again conduct its AGM virtually in 2024, as it did in the previous four years (2020-2023). The main elements are:

- **Documentation.** This will be provided in the Association's Spring 2024 Newsletter No.85, which will also be available on the website.
- **Online discussion group.** There will be a discussion group on the website, where members can ask questions and receive responses from members of the Executive Committee.
- **Zoom session, 10.00 a.m. on Monday 13 May 2024.** There will be a single session on Zoom, moderated by our President, Sir Mark Lowcock. Members interested in attending this meeting should indicate their interest to agm2024@bafuncs.org and they will be sent the link a few days prior to the meeting. This meeting will consider the reports of the Executive Committee and the Benevolent Fund, and any other business raised by members.
- **Annual Reunion in Bath.** There will be an opportunity during the Reunion for participants to discuss the Association's activities.
- **Voting.** Voting on all the resolutions will be managed by Alnoor Nathoo as our Polling Officer, operating under the aegis of our President. The voting process is outlined below.

All the above details will also be posted in the Members' Area of the BAFUNCS website. They may be accessed by clicking on the following link:

<https://bafuncs.org/2024-annual-general-meeting/>

Voting process

The voting form lists the items of business to be considered by the AGM. In addition to being distributed with Newsletter No.85, the form can be accessed at the above website link. Members may register their vote on the items of business in one of three ways:

1. Complete the voting form and mail it to Alnoor Nathoo at 74 Ovesdon Avenue, Harrow, Middlesex HA2 9PD.
2. Access the voting form on the BAFUNCS website (see link above); fill in the form; save it to your computer, and e-mail it as an attachment to agm2024@bafuncs.org.
3. If voting in favour of all the items of business, send an e-mail to that effect to agm2024@bafuncs.org.

The deadline for receipt of votes is **Saturday 1 June 2024**. Once voting is complete, Alnoor will tally the votes and request the President to endorse the results.

Reporting the outcome

The election results will be announced in the *Website bulletin*; posted on the website; and published in Newsletter No.86, Autumn 2024, which will also include a full report of the virtual AGM 2024.

Report of the **virtual General Assembly 2023**

This can be found in Newsletter No. 84, Autumn 2023, pp. 9-12.

Report of the **Executive Committee for 2023/24**

1. Vice-Chair's report (*Andy Flatt*)

This report formally covers the period between the AGMs in May 2023 and 2024. In order to appear in our Spring Newsletter, however, it mainly covers the calendar year 2023.

It has been a year of changes in "personnel", with Sir Mark Lowcock taking over as President in June 2023. Mark has assumed the role from Sir Kieran Prendergast, who served admirably as President from 2017 and introduced the *conversazioni* at the annual reunions, culminating in his wide-ranging discussion with Sir Roderic Lyne at the Annual Reunion in London in May 2023. Mark, whose brief biopic appeared in the Autumn 2023 Newsletter (p.8), was DFID Permanent Secretary from 2011 to 2017, and USG for Humanitarian Affairs and Emergency Relief Coordinator from 2017 to 2021. We look forward to his support and involvement in the affairs of the Association, not least in his conversation with Sir Peter Ricketts at the forthcoming Annual Reunion in Bath, 19–21 May 2024. At the point where you read this, there should still be time – but not much – to register for what should be a very enjoyable and stimulating reunion.

Although still with the title of Vice-Chair, I have taken over from Robert England who has so ably chaired the Executive Committee since 2016. Robert has remained as a co-opted ExCo member and as Website Manager, and I would like to thank him warmly for his continuing assistance in many aspects of the Association's activities – if there were a post of General Counsel, that would also be his. For the future, and in an attempt to address succession planning for the Executive Committee in perhaps a more formalized way than previously, 2023 saw the formation of a Search Committee, which reported to the ExCo meeting in November and whose work has since borne fruit.

Realizing that our membership reaches fewer than one-third of those who are eligible to join – a lower proportion than in several other countries – the Executive Committee is launching a recruitment campaign with the help of the Pension Fund. But individual members can also play a role in spreading the word – my guess is that most members know former colleagues who for one reason or another have not joined BAFUNCS, but who might do so on the basis of a personal invitation.

The state of the nation we will leave to others, but the state of the regions – BAFUNCS regions, that is – is well documented in this report, and presents a mixed but generally positive picture. Nikki Feirn and I took advantage of our location at one of the southernmost fringes of the Northern Region to pay visits to two adjacent regions, West Midlands and Wales (WMW) and Cambridge (CAM). It's a reminder that all regional events are open to all BAFUNCS members, wherever they live. We very much enjoyed meeting up with members at Stratford-upon-Avon at the regional meeting there, excellently organized by Edith Davis and Ed Raymond; and subsequently during a visit arranged by Nicky Rodgers to the National Horse Racing Museum in Newmarket, where we learned that it is not just retired international civil servants who may need retraining for a lifestyle change. Details of these events and many more appear elsewhere in the newsletter (pp.13-17).

Pensions received a big boost in April 2023, with the dollar track increasing by 6.4% and the sterling track by 10.5%, the highest rise this century. Members can expect further but more moderate rises this April, of around 3.4% on the dollar track and 4.0% on the sterling track (figures not yet confirmed at the time of writing). Updating the taxation information on the website is a moving target, but the material on the Double Taxation Agreement between the US and the UK remains valid. I recommend that anyone who has not yet investigated whether this would be to their advantage should do so, as many members have benefited financially from the provisions of the DTA – over 2600 views on the relevant website discussion forum tells its own story!

For many of us, the after-service health insurance provisions are crucial, and I'd like to thank the many members who responded to the ASHIL survey early this year. By the time you read this, we will have sent in our contribution to FAFICS, which has sought the opinions of all its member associations on this very important topic. FAFICS (the Federation of Associations of Former International Civil Servants) now encompasses 64 member associations representing some 20 000 retirees, with the potential clout that such numbers represent. BAFUNCS has been influential in the recent past in helping the Federation revise its procedures, and Robert England, Alnoor Nathoo and Claudine Pichon ably represented us in virtual mode at the FAFICS Council session last July. We may now wish to take a more active role by resuming physical participation in FAFICS Council sessions (subject to financial constraints, of course ...). Coming to which, the Executive Committee has thought long and hard about the proposed uplift in the subscription fees, for which the case has been carefully laid out elsewhere in this newsletter (pp.30-31). We hope very much that the proposal will receive your support.

In studying the results of past membership surveys, and through simply talking to members, I have observed that there is no shortage of ideas as to what BAFUNCS could and should be doing. There is however a shortage of members who are prepared to get involved in the organization of activities and the general business of the Association. In this context it is even more important to recognize those who do volunteer their time, and I would like to thank very sincerely all those members who contribute in some way or another to the work and activities of the Association – whether on the Executive Committee, at the regional level, as a trustee of the BAFUNCS Benevolent Fund, or in various member support roles. During the year, Nicky Rodgers kindly agreed to take over the role of Regional Convenor from Colin Davis. We also very much appreciate the contributions of Karen Jørgensen, who served on ExCo for most of 2023. I am most grateful to Stephen Rudgard who has agreed to stand as Vice-Chair, and to all the current elected members of the Executive Committee, who have without exception agreed to stand again for election. Nevertheless, if your Association 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 me, any member of the Executive Committee, or your regional representative.

2. Administration (*Richard Sydenham, Secretary and Archivist*)

The Executive Committee held three meetings in 2023. Two meetings, in March and November, were hybrid meetings, both in person at the International Maritime Organization and on Zoom. The meeting in August was held virtually on Zoom. All meetings were well attended by committee members and, in the November meeting, by observers from the London Region. The Committee re-introduced, as standard practice, extending an invitation to regional representatives with attendance facilitated, at no travel cost, on Zoom.

The AGM was held in May with a Zoom question and answer session and online voting.

There have been Zoom meetings of the regional representatives, the member support team, the website sub-committee, the Annual Reunion Committee; in addition there have been online website training sessions.

The website-based archive is up to date with the newsletter and minutes of the Executive Committee meetings, and is being continuously updated.

Several changes to the membership of the Executive Committee took place over the year. Robert England stepped down from the Chair but continued in his role as Website Manager. Andy Flatt took over as Vice-Chair while a search was undertaken to fill the position of Chair.

Aubrey Botsford was elected as a member of the Executive Committee, and Alnoor Nathoo and KC Tan were co-opted to the Committee, although subsequently the latter took up an alternative position as a Trustee of the Benevolent Fund.

Nichola Rodgers took over from Colin Davis as Regional Convenor; Duncan Barclay took over from Anne Gunning as Membership Secretary; Karen Jørgensen stepped down from the Committee.

Following is a list of Executive Committee portfolios during the year:

Elected National Officers

Vacant	Chair
Andy Flatt	Vice-Chair
Richard Saynor	Treasurer
Richard Sydenham	Secretary and Archivist

Elected Members

Duncan Barclay	Membership Secretary
Aubrey Botsford	Subscriptions Secretary
Carolyn Murphy	Pensions
Nichola Rodgers	Regional Convenor
Mary Roll-Vallanjon	Newsletter Editor
Coby Sikkens	Annual Reunion Coordinator

Co-opted Members

Robert England	Website Manager
Alnoor Nathoo	FAFICS/Pensions/Tax & ASHI/ASLI
Nicholas Rosellini	UNCRP
Stephen Rudgard	Career Paths Programme and UNA Liaison

Others assisting the Committee have included

Claudine Pichon	FAFICS
Jenny Towler	Accounts Examiner

The list of elected and co-opted national officers and members of the Executive Committee for 2023/24 appears on p.2 of the newsletter (inside front cover).

3. Treasurer's report (*Richard Saynor*)

Our accounts for 2023 show a slight surplus of income over expenditure of £750, as opposed to a projected budget deficit of £4750. This can be attributed to several factors: savings on Executive Committee travel and other costs; a delay in implementing activities on UNCRP and UNCPP projects; fewer requests for funding from regions who are still using up unused balances accrued during the pandemic; a reduction in website costs; and unused requirements for FAFICS travel.

Despite the surplus in our finances which was expected at the end of this year, the Executive Committee decided at its meeting in November to submit a proposal to the 2024 Annual General Meeting of the Association to approve an increase in membership fees. The 2019 AGM approved the first increase in subscriptions since 2003, which was indeed modest and has since been overtaken by the general level of inflation. Our assets reached their zenith in 2015 when they were approximately £61 000 (equivalent to around £80 000 in real terms today). As can be seen from our accounts on p.28 of this newsletter, our reserves have now been reduced to around £33 000. Therefore we are recommending what we consider is a reasonable increase in subscriptions which should be sufficient to secure our finances for at least the next five years without the need for further increases. We feel that the new rates compare favourably with those of similar associations to BAFUNCS.

The details of our proposal are shown on pp.30-31, but in essence we are proposing a 50% increase in fees, an additional £5 per annum for members who wish to continue receiving the newsletter and other correspondence by mail, a change in the application of the joining fee and the discontinuation of the category of Associate Members. In view of the complications of recovering the excess charges from existing life members, they are invited to make voluntary contributions if they wish to continue to receive hard copies of the newsletters.

Whenever possible, members are requested to pay their fees using direct debit, the details of which can be obtained from the Subscriptions Secretary. Most members who are still paying their subscriptions at the pre-2019 rates have been contacted individually to encourage them to update their standing orders, but unfortunately many still have not done so. Therefore, we will now implement the subscription payment policy that was outlined in the Spring 2023 newsletter and is repeated in our proposal on p.31. At each step, the Subscriptions Secretary will contact the member concerned to warn them of the impending action. We are well aware that some of our members are unable to update their standing orders for health or other reasons and of course, they would not be sanctioned under this policy.

The proposed revised budget for 2024 and the provisional budget for 2025 are provided on p.29 and reflect the increases in subscription rates as of 1 July 2024, which we trust will be approved by the AGM.

4. Membership (*Duncan Barclay*)

In 2023, BAFUNCS welcomed 26 new members, but lost the same number for various reasons (passing, lapsed, or resigned), thus leaving the overall total of 2023 membership the same as the 2022 numbers. However, there has been a correction to fine-tune the number of members in the joint membership category.

Region	Single	Single life	Joint	Joint life	Total
CAM	24	9	30	10	73
KSX	23	11	16	6	56
LON	73	21	36	4	134
NOR	60	9	24	14	107
OVS	47	23	18	6	94
OXF	25	5	26	0	56
SCL	27	6	4	0	37
SRY	40	8	18	2	68
SWT	23	9	18	4	54
WMW	31	5	26	0	62
Grand total	373	106	216	46	741

5. The regions (*Nicky Rodgers*)

Firstly, I wish to thank my predecessor, Colin Davis, for supporting the regions during his tenure, in particular throughout the challenging Covid period.

The regional representatives have worked hard to arrange activities, and the second half of 2023 was heralded by the successful Stratford two-day event in September. My role began in August by learning to master the uploading of regional reports and newsletters on the website alongside other able colleagues. We hope you can enjoy reading the news from other regions, while those not able to access the internet can read the reports on pp.13-17.

A virtual meeting of regional representatives was held in October to discuss regional affairs, strategies for succession planning and recruitment. We recommended that all members should be informed of upcoming regional events, which all members are free to join, through the Web Bulletin e-mail. Contributions were made to update the recruitment letter being sent by ExCo to UNJSPF for distribution to UN employees about to retire and to others eligible for BAFUNCS membership.

Regional representatives were encouraged to attend the ExCo meeting in person or by video in November in London at IMO, with several attending. This was a welcome opportunity to improve engagement between the regions and the Executive Committee. We anticipate that this will set a precedent for regional representatives to join ExCo hybrid meetings regularly in the future.

Last year the whole committee of the London Region stepped down after many years, so we are delighted that Hannah Shabathai and Carole Harris have agreed to manage the region from 2024. We hope you will support them in their new roles. At the end of 2023, Edith Davis (WMW) and Harry Leefe (OVS) also departed from their roles, hence we are searching for people to replace them. We still need a representative in the South-West Region where Penny Ratcliffe continues to support those requiring assistance.

I was able to meet with Carole and Hannah in London as well as attend the Stratford Charlecote visit. I hope to join other regional gatherings this year, although Cambridge events remain my priority.

A huge thanks to the departing officers for having volunteered their time and, of course, those who continue to keep the beating heart of BAFUNCS, our social meetings, alive in the regions.

Younger members in all regions, let us know how you can help as you will be hearing from us – we need you!

6. Annual reunion activities (*Coby Sikkens*)

The Annual Reunion 2023 was held in London and organized according to a new experimental format which allowed members to take part in various activities according to their wishes, and to explore the many options the capital offers. It all started on 9 May in the Royal Overseas League, with a fascinating conversation between Sir Roderick Lyne and BAFUNCS President Sir Kieran Prendergast, which whetted appetites for the excellent dinner in the Princess Alexandra room that followed. The next days were filled with quite a number of different things of which a detailed report is available in the Autumn 2023 newsletter (pp.14-15).

For 2024 we have a lovely programme lined up for you in Bath (Somerset) between 19 and 21 May, where our base will be the hotel DoubleTree by Hilton. Speakers have been secured and excursions organized. Registration forms were sent out with the Autumn 2023 Newsletter and we are eagerly awaiting your participation. It has been a long time since we convened in the South-West, and the Permanent AR Committee is doing everything it can to make this reunion worth your while and memorable.

The Permanent AR Committee, with the help of two members residing in Vienna, has also been expending a great deal of effort in trying to make arrangements for the 2025 reunion in that beautiful city. Plans are still in a state of flux, however; additional information is available on p.27.

The annual reunions are the highlight of BAFUNCS social activities, and in order to keep them going we need your interest and your participation. We are always doing our best to keep the costs reasonable, but this does not become any easier. All the more so now that regions are increasingly relying on the Permanent Committee to set things up. Anyhow, we look forward to seeing you all in Bath.

7. Pensions and health insurance (*Carolyn Murphy, with the assistance of Alnoor Nathoo*)

This year the Pension Fund is celebrating its 75th anniversary in a “solid financial situation, with effective services to clients and continuing modernization”.

The Fund's assets increased by over US\$10 billion between December 2022 and December 2023, and the long-term (15 years and longer) real rate of return on investments was more than 1 percentage point above 3.5% per annum, which is the Fund's current long-term investment objective.

My dealings with the Fund on behalf of BAFUNCS members or their dependants have been more concerned with following the correct procedures and providing the required documentation rather than shortcomings on the part of the Fund. The fact that the Fund never acknowledges receipt of a communication but simply puts it in a queue for action always creates anxiety but it has not been possible to persuade them to change this policy.

Their flagship project, the Digital Certificate of Entitlement (DCE) has received an award and they report that 40% of beneficiaries are using it. We are not able to ascertain exactly how many BAFUNCS members are doing so, but would encourage everyone to try it as it saves a lot of paper and mailing costs. For those who are not computer-literate the paper versions will continue to be sent out every year in June. Another useful component of the modernization programme are the pre-filled forms now available in the Member Self-Service section of the Fund's website.

Last year BAFUNCS members, courtesy of WHO/HQ, were able to join in an online pensions briefing session, the video of which is available on the BAFUNCS website.

I recently updated the pensions section on our website, where links have also been made with numerous useful new videos on the Fund's website dealing with all aspects of pensions administration.

WHO retirees would like the WHO Health Insurance to make agreements with private health care organizations in the UK to facilitate direct payment – in line with the conventions they already have with private hospitals in Switzerland and France. This is work in progress.

8. Member support (Nicky Rodgers)

2023 has been busy as always for the Member Support team, helping members and their families in times of bereavement, making referrals for Pension Fund and welfare issues while contacting the elderly and housebound when possible. Feel free to get in touch with us for assistance or just a chat.

In our June meeting there was strong agreement that we should continue to meet by rotating the role of Chair, while we search for a new Member Support Coordinator as my successor. Nikki Feirn acted as Chair in November, and Joanna Tempowski will take the lead in June 2024.

Our bi-annual virtual meetings are valued as an important platform to discuss our shared experiences and sourcing the latest relevant information. We maintain a close relationship with the BAFUNCS Benevolent Fund while being fortunate that Trustees Penny Ratcliffe and Terri Jezeph, as well as the recently appointed Joanna Tempowski, are also fellow member support officers.

We hope the articles published in this newsletter (p.11 & p.12) will prove useful to our members. Please contact one of our member support officers for further information:

NHS and private health-care providers. This offers professional advice from Latifa Noman, Member Support Officer for Oxford. It covers NHS guidance on the use of both systems and provides links to locating information on private consultants and hospitals.

The advantages and pitfalls of choosing live-in care. Penny Ratcliffe and Terri Jezeph have compiled this document in response to our Editor's excellent article on life in a care home in the Autumn 2023 Newsletter.

We thank Tekeste Ghebray and Edith Davis for their contributions during their tenure in the London and West Midlands and Wales regions as we continue to look for replacement officers. If you are interested in assisting formally or informally in your region, we would welcome your contribution to this vital aspect of our Association.

9. UN Career Paths Programme – collaboration with UNA-UK and UK university-based UN societies (Stephen Rudgard)

Marilyn Carr stepped down from the leadership of this programme in March 2023, handing over to Stephen Rudgard. Marilyn had picked up the threads with various university-based UN societies, following the loss of momentum during the pandemic. Until 2019, UNA-UK had been a major partner in the CPP, but the pandemic closures and a complete change in staffing at UNA-UK had led to a loss of institutional memory. Following initial meetings in 2022 with the new CEO at UNA-UK (Marissa Conway) and the new Outreach Manager (Bryony Pike), Marilyn had a meeting with Marissa in January 2023 and also attended the UNA Annual Conference in April. Marilyn was told that UNA-UK was still working on its strategic plan, and hence reluctant to discuss linkages and collaboration. Bryony Pike had to withdraw from a meeting to discuss collaboration organized in parallel to the BAFUNCS Annual Reunion in May, and after a brief conference call in July, she informed Stephen Rudgard in September that UNA-UK would not be ready to discuss collaboration with BAFUNCS for some time. Stephen Rudgard will pick up the contact with UNA-UK early in 2024.

Marilyn and Stephen convened a meeting with several active programme participants at the Annual Reunion in London, including Michael Askwith and Ron Skeldon. Options for how the programme might be handled in the future were discussed, noting the difficulty of maintaining contact with the UN Associations and Societies in the universities, given the annual changes in committee members.

In the 2023–2024 academic year, two panel events were organized during the first term. A total of about 160 students participated in a major event under the BAFUNCS Career Paths Programme held in October 2023, organized with the United Nations Association of Oxford University (OUUNA) and the Department of Politics and International Relations (DPIR). The Oxford University careers service was involved in the planning and preparation, which ensured that the announcement reached the entire student body, so that the audience comprised a wide range of degree subjects. Introductory statements were given by Professor Richard Caplan from the DPIR and by a member of the OUUNA committee. The panel included Stephen Rudgard (OXF), Melanie Hutchinson (OXF) and Sam Daws from the staff of the DPIR. The first half of the event comprised a discussion amongst the panellists about their UN careers which was facilitated by a moderator from OUUNA, leading into a question-and-answer session that ranged right across the topic of seeking and obtaining employment in the UN.

About 40 students participated in a panel event in October 2023 organized with the United Nations Society of the London School of Economics. The event also included some students from SOAS and Kings College London. The BAFUNCS panel included Nicholas Rosellini (LON), Nicola Harrington (OVS) and John Cubbon (LON), with Nicola connected remotely from Brussels in a hybrid format. The event featured a discussion amongst the panellists about their UN careers which was facilitated by a faculty member of the European Institute of the LSE, who acted as the moderator, leading into a question-and-answer session. The latter provoked a lively interaction with a wide range of questions asked around the topic of establishing a career in the UN.

Three further panel events are planned for February 2024, with UN Associations of Kings College London, with the University of Sussex in collaboration with the Institute of Development Studies, and also in association with the London International Model United Nations (LIMUN) annual conference in Westminster. A contact from the UN Society of the University of Warwick will also be pursued, and contacts will be re-opened with a few other universities.

The core of events under this well-received programme has been maintained, and there are prospects for further modest expansion. As ever, the CPP relies on the participation of BAFUNCS members willing to share their experiences with eager young audiences, and especially recent retirees. Please let Stephen Rudgard know if you are interested in participating.

10. Communications (Mary Roll-Vallanjon, Newsletter Editor, and Robert England, Website Manager)

The debate around the cost of printing and especially postage of the newsletter has continued to preoccupy the Executive Committee. The number of members receiving the printed copy has now been reduced to 400, which represents about half the total membership. Older members may not be comfortable with reading an electronic

copy, or may no longer be able to do so because their eyesight is failing. Many people still like to see a publication “in one piece” rather than scrolling back and forth. It has also been interesting to discover the premium bereaved families get from having the printed obituaries of their loved ones that can be kept as memories of the person’s life of service. Online obituaries, apart from requiring people to search for them, do not seem to have the same effect.

The newsletter also serves the visibility of BAFUNCS and is a potential route for recruiting new members. This year articles have either been posted on other UN-related websites or reproduced in other newsletters of former staff associations, with due credit given to the source.

At its November meeting, the Executive Committee discussed a proposal by the Editor to undertake succession planning (see p.2 for details).

The Association’s website has continued to evolve as our central means of communicating with members, buttressed by the bi-annual newsletter, the regular BAFUNCS Bulletin and regional communications; about 85% of our members are these days online and able to benefit from all of these, although we continue to be conscious of the need to cater for those of our members who are not online, or for whom virtual communication is of declining interest.

During the year, the principal enhancement to the website’s functionality has been the introduction of a Zoom account which enables us to hold more virtual meetings, to complement the regular physical meetings – the annual reunion, regional events and ExCo meetings at IMO. This has already been put to good use since it was introduced and we expect its use to increase in 2024. Several more members have also been trained to add content to the site, sharing responsibility for ensuring that the website is up to date.

During 2024, our principal focus will be on refreshing the design and improving the functionality of the website. We are always looking for ideas as to how the website could better serve our membership and we are particularly keen to receive contributions from members, either for posting on the site or as contributions to the various discussion groups. The quality and value of the website depends crucially on new and interesting content.

As always, suggestions will be welcome; they should be addressed to the Website Manager at website@bafuncs.org. Even more appreciated would be volunteers to help us manage the site on an ongoing basis.

Annual Reunion 2025

Coby Sikkens, AR Coordinator

The Permanent Committee for the organization of annual reunions apologizes for not being able to give more information on the annual reunion for 2025, which we had hoped to set up in Vienna. Although there are plenty of plans for excursions and activities, we have run into very serious problems while trying to find suitable and above all affordable accommodation.

In spite of the valiant and persisting efforts of our two local members, Susan Katzmann and

Gillian Murray, the information we have received concerned about six hotels and they were unfortunately either unsuitable for a group of our size or far too expensive. We have not yet quite given up and are still exploring. Of course, we shall not fail to inform you as soon as we have found either a suitable hotel or have come to the conclusion that Vienna is not the right option for 2025, and found a suitable alternative.

BAFUNCS accounts for the year ended 31 December 2023

	See Note:	£	£	£
Receipts:				
Balance brought forward from 2022				36,293
Subscriptions	1	10,871		
Membership joining fees		575		
Interest		298		
Surplus from Reunion		0		
Miscellaneous		0	11,744	
			<hr/>	
Payments:				
General Administration		0		
Executive Committee travel		1,661		
Executive Committee other		73		
Annual reunion		209		
UNCRP and UNCPP		36		
Regional subventions		452		
Regional administration other		0		
Website		2,623		
Newsletter		4,670		
Membership list		0		
FAFICS subscription		1,270		
Travel to FAFICS		0		
Miscellaneous		0	10,994	
			<hr/>	
Surplus of receipts over payments				750
Deferred income and expense net of releases	2			(2,721)
				<hr/>
Balance carried forward as of 31/12/2023				34,322
				<hr/>
Balances in hand as of 31/12/2023				
Barclays Community a/c			2,821	
Barclays Business Reserve a/c			30,721	
Barclays Reserve (Annual Reunion)			780	
Debtors			0	34,322
				<hr/>
Movement of funds:				
General Fund:				
Balance as of 31/12/2022		16,233		
Surplus/deficit 2023		750		
Transfer to operational reserve		(900)		
Balance as of 31/12/2023			16,083	
			<hr/>	
Operational Reserve:				
Balance as of 31/12/2022		16,430		
Transfer from General Fund		900		
Balance as of 31/12/2023			17,330	
			<hr/>	
Total Funds			33,413	
			<hr/>	
Liabilities:		£	Assets:	
General Fund		16,083	Barclays Bank	34,322
Operational Reserve		17,330		
Balance of deferred income and expenditure		909	Debtors	0
		<hr/>		<hr/>
Balance carried forward		34,322		34,322
		<hr/>		<hr/>
Notes				
1	Subscriptions net of refunds and Direct Debit charges			
2	Deferred income and expenditure from 2022		(£3,630)	
	Fees received for AR2024		£969	
	Less advance payment for AR2024		(£60)	
			<hr/>	
			(£2,721)	
			<hr/>	

Proposed budget for 2024 and 2025

Provisionally approved by ExCo at its 17 November 2023 meeting and by email in January 2024

2023 Budget	Item	2023 Income/ expenditure	2024 Revised budget	2025* Budget
Income				
11,000	Member subscriptions	10,871	13,000	15,500
600	Membership joining fees	575	600	600
50	Bank interest	298	250	250
0	Surplus from Reunion	0	0	0
30	Miscellaneous	0	30	30
11,680		11,744	13,880	16,380
Expenditure				
Central administration				
100	General administration	0	100	100
2,200	Executive Committee travel	1,661	2,200	2,400
500	Executive Committee other	73	500	500
250	Annual Reunions	209	250	250
750	UNCRP and UNCPP**	36	1,000	1,000
<u>3,800</u>	Sub - total	<u>1,979</u>	<u>4,050</u>	<u>4,250</u>
Regional administration				
1,600	Regional subventions	452	1,600	1,600
450	Other costs	0	450	450
<u>2,050</u>	Sub - total	<u>452</u>	<u>2,050</u>	<u>2,050</u>
Communications				
3,700	Website	2,623	3,580	4,040
4,500	Newsletter	4,670	4,800	5,000
<u>8,200</u>	Sub - total	<u>7,293</u>	<u>8,380</u>	<u>9,040</u>
External relationships				
1,280	Subscription to FAFICS	1,270	1,250	1,250
1,000	Travel to FAFICS Council	0	1,500	0
<u>2,280</u>	Sub - total	<u>1,270</u>	<u>2,750</u>	<u>1,250</u>
100	Miscellaneous	0	100	100
16,430	Total	10,994	17,330	16,690
(4,750)	Difference between income and expenditure	750	(3,450)	(310)
Notes: *Submitted for provisional approval and will be revised at AR2025				
**UN Career Records Project and UN Career Paths Programme				
Recapitulation of assets				
	Opening balance	16,233	16,083	13,273
	Surplus/Deficit (Actual/projected)	750	(3,450)	(310)
	Transfer to/from operational reserve ***	(900)	640	0
	Total of General Fund	<u>16,083</u>	<u>13,273</u>	<u>12,963</u>
	Operational reserve	<u>17,330</u>	<u>16,690</u>	<u>16,690</u>
	Total funds available	33,413	29,963	29,653

***Based on 12 months of the following year's estimated expenditure

Report

on the accounts of the British Association of Former United Nations Civil Servants for the year ended 31 December 2023

I have examined the accounts of the Association for the year ended 31 December 2023 and, to the best of my knowledge, I find them to be in accordance with the substantiating documents and bank statements provided by the Association's Honorary Treasurer.

In my opinion the accounts present an accurate and fair view of the financial situation of the Association for the year 2023.

Signed:



Jenny Towler

Date: 15 January 2024

AGM/2024/6

Proposal to increase BAFUNCS membership subscriptions

The proposal

The Executive Committee is proposing that the 2024 Annual General Meeting (General Assembly) of the Association approve an increase in membership fees, as set out below. It is further recommending that in future, the default setting will be for members to receive the Association's communications, including the biannual newsletter, in digital form. Members who wish to receive the newsletter in hard copy should in future pay an additional fee of £5 per year to help cover the costs of printing and mailing. The Executive Committee is proposing that these changes take effect from 1 July 2024, with existing members paying the increased fees when renewing their subscriptions thereafter. There will be no change for existing life members (although any voluntary *ad hoc* contributions from life members would be warmly welcomed).

Although a marginal issue, the Executive Committee is also proposing to regularize what has for some time been standard practice, namely formally to discontinue the use of associate membership, a category which exists in the BAFUNCS Constitution but which has not been used in practice for many years.

Background

In 2019, the AGM approved the first increase in annual subscriptions since 2003. After such a long period, the increase was relatively modest and has since been overtaken by the general level of inflation to the point at which the Association's reserves are steadily being drawn down, despite ExCo's best efforts to economize where possible.

Of particular concern are the rapidly rising costs of producing the newsletter, with postage costs running ahead of more general inflation, especially for overseas members. The number of members who receive their newsletter digitally is fairly static and we are still producing 400 hard copies for distribution. Printing, postage and packing costs now amount to about £8 per non-digital member per annum on average. It is proposed to charge an additional £5 per year to those members who wish to receive hard copies, which would go some way towards meeting the printing, packing and postage costs of the newsletter. This would not apply to new life members as we would expect them to take digital status. Administration costs for new joint members are the same as for single members, so it is proposed that the joining fee of £25 be applied *per membership*.

For several years our annual expenditure has exceeded income. By 2025 the Association will barely have reserves equivalent to one year's expenditure. Despite the Executive Committee's determination to economize where possible – for example by reducing the number of physical meetings of ExCo to twice a year, supplemented by virtual Zoom meetings as necessary – it is also determined to continue to invest in the Association and in the services it offers to its members. Thus, while cutting back on printing and mailing costs, ExCo is committed to retaining the biannual newsletter as a freestanding publication, which we know members enjoy receiving.

This newsletter will be complemented by investment in our website, as well as regular BAFUNCS bulletins, which now go out to more than 85% of our members. However, our efforts to enhance and expand the website will inevitably lead to increased costs for professional assistance. We also wish to be more involved in FAFICS activities and further develop the UNCRP and UNCPP projects. It should be noted that similar associations to BAFUNCS often have considerably higher subscription rates.

Approval of the new subscription rates will, we hope, secure the Association’s finances for at least another five years. When renewing their subscriptions from 1 July 2024, members will be asked to decide whether they wish to receive paper copies of the newsletter, in which case their subscription will include the £5 surcharge to help cover the costs; new members will be assumed to be digital-only. Whenever possible, members will also be requested to migrate to paying their subscriptions by direct debit (GoCardless); this will be the default arrangement for new members, unless there are special circumstances, such as an overseas bank account. We still have too many members paying at the old subscription rate. Despite efforts to encourage members to update their standing orders, a considerable number are still paying at the old rates; therefore, the subscription payment policy that was notified to members in 2023 will now be implemented. In essence, the procedure will be as follows:

- After a period of two months, if no corrective action has taken place, mailing of the newsletter and access to the members’ area of the website will be withdrawn. This will be easily and quickly restored upon receipt of payment of the arrears.
- After three months of inaction, BAFUNCS membership will be suspended. Once again, this can be quickly reinstated following payment.
- After four months, BAFUNCS membership will be cancelled and restoration will only be possible after payment of the joining fee.

At each step, the Subscriptions Secretary will contact the member concerned to warn them of the impending action.

The proposed new rates

The revised subscription rates are proposed as follows:

Type of membership	Current	Proposed digital	Proposed non-digital
Single	£20	£30	£35
Joint	£30	£45	£50
Single life	£500	£750	Not applicable
Joint life	£750	£1,125	Not applicable
Associate	£20	No longer applicable	No longer applicable

The suggested increases have been kept as modest as possible, but it is anticipated that the new levels will secure our finances for the next five years without further increases.

Proposed resolution to AGM

“The General Assembly hereby approves an increase in annual membership dues to £30 (single) and £45 (joint) and corresponding increases in life membership fees to £750 and £1,125. Furthermore, an annual charge of £5 will be made on each membership continuing to receive hard copies of the bi-annual newsletter. The new fees will take effect for existing and new members from 1 July 2024. Concurrently, the joining fee of £25 will henceforth be charged per membership instead of per member. Associate membership will cease to exist as a separate category.”

Nominations for **National Officers and Members of the Executive Committee 2024/25**

President Sir Mark Lowcock (UN)

Secretary Mr Richard Sydenham (UN)
Treasurer Mr Richard Saynor (WHO)

Honorary Vice-Presidents (life appointments)

Dr Erik Jensen (UN)
Sir Richard Jolly (UNICEF/UNDP)
Sir Kieran Prendergast (UN)

Members of the Executive Committee

Mr Duncan Barclay (UN/UNHCR/UNCTAD/UNDP/ICSC)
Mr Aubrey Botsford (IMO)
Mrs Carolyn Murphy (WHO)
Ms Nichola Rodgers (FAO)
Mrs Mary Roll-Vallanjon (WHO)
Ms Coby Sikkens (WHO)

Vice-Presidents (in order of seniority)

Dr David Axford (WMO)
Mr Bryan Suijters (WHO)
Miss Sheila Cooper (WHO)
Mr Cyril Groom (FAO)

Note: A list of co-opted members of the Executive Committee is provided in document AGM/2024/4 (see p.22).

Executive Committee

Chair Mr Andy Flatt (UN-ECA/HQ/ESCAP)
Vice-Chair Mr Stephen Rudgard (FAO)

From Travels with my sketchbook by Michael Askwith (see pp.7-9)



Independence Square, Kyiv, Ukraine

Report on the BAFUNCS Benevolent Fund to 31 December 2023

An abridged version of the Fund's approved accounts is given below. We acknowledge with thanks donations amounting to £211 with the associated Gift Aid to be claimed in 2024 from HMRC. 2023 was an active year with two Zoom meetings and email consideration of grants totalling £10,000, with more to follow early in 2024 to meet living costs for Afghan students and other recipients. Not all Regions have taken advantage of "Top-up" for their Petty Cash Funds.

Our investment with CCLA/COIF ethical Fund shows a surplus for the year of £89,280 (in 2022 there was a deficit of £176,833), primarily as a result of the increase in market value of the investments, reversing the decline in 2022. At 31 December 2023 reserves amounted to £881,994 (2022: £792,714).

The BBF Guide and grant/loan application form have been revised and will be available by download from the BAFUNCS website in due course.

Geoffrey Ward

Treasurer

February 2024

	2023	2022
Income and Donations:		
Donations and legacies	211	130
Gift Aid tax reclaimed	-	30
Investment Income	15	4
Total income	226	164
Expenditure on:		
Grants	(10,000)	(83,130)
Examiner's fees	(990)	(990)
Trustees expenses	-	(220)
Regional representatives cash Disbursements	(1,407)	(1,002)
Total expenditure	(12,397)	(85,342)
Gains/(losses) on investment assets	-	(2,826)
Net expenditure	(12,171)	(88,004)
Other gains and losses	101,451	(88,829)
Net movement in funds	89,280	(176,833)
Reconciliation of funds		
Total funds brought forward	792,714	969,547
Total funds carried forward	881,994	792,714
Represented by		
Investments	872,067	770,616
Cash at bank and in hand	10,827	22,998
Creditors	(900)	(900)
Net assets	881,994	792,714

Membership news

Duncan Barclay Membership Secretary

The following membership changes have occurred since our latest membership news update in the Autumn 2023 Newsletter. They cover the period ending 31 January 2024.

Please let us know of any errors or omissions by contacting Duncan at duncanbarclay95@hotmail.com.

New members

Clarissa Augustinus served with UN-HABITAT as Chief, Global Land Tool Network, Urban Legislation, Land & Governance Branch until her retirement in 2015. She currently resides in Kinsale, Cork, Ireland (OVS).

Kieran Burns is serving with the UN Secretariat as Senior Reviser, and plans to retire in 2024. He currently resides in New York City, USA (OVS).

David Cooper is serving with the Secretariat of the Convention on Biological Diversity as Acting Executive Secretary, and plans to retire in 2024. His current address is in Montreal, Canada (OVS).

Calum Gardner is serving with WFP as Senior Deputy Country Director, and plans to retire in 2024. He currently resides in Nairobi, Kenya (OVS).

Yvonne Gill served with the UN as bilingual secretary in the Division of Narcotic Drugs in Geneva. She currently resides in London (LON).

Chris MacFarquhar served with UNHQ, UNOG, HABITAT and UNCTAD until his retirement in 2011 as Chief, Intergovernmental Support Services. He currently resides in Thoiry, France (OVS).

Sheida Sheikhi is serving with DPKO in various locations, currently as Senior Coordination Officer. His home address is in London (LON).

Andrea Smith has joined her spouse Christopher Smith (already a member) as a joint member. Both reside in Divonne-les-Bains, France (OVS).

Lorraine Telfer-Taivainen is serving with UN-WIDER as editorial and publishing associate, and plans to retire in 2024. She currently resides in Helsinki, Finland (OVS).

Roy Trivedy served with UNDCO, UNDP and UNESCAP until his retirement in 2022 as UN Resident Coordinator in Timor-Leste. He currently resides in Ayr, Scotland (NOR).

Lapsed members

Waida Dando	WHO	KSX
Chloe Greaves	FAO/UNICEF	LON
Suzy Seager	WB	OXF

Resignations

John & Karen Ryder	FAO	OVS
Geoff Wordley	UN/UNHCR	KSX

In memoriam

Gwendoline Emmerson	IAEA	LON
Millicent Flatau	ILO	OVS
Eileen Lawson	UN	OXF
Farid Oufi	WFP	OXF
Reginald Simmons	ICAO	SCL
Edgar Sutton	UNRWA/UNESCO /UNDP	NOR
Joyce Waldegrave	IMO	WMW

Regional officers of BAFUNCS as at end-January 2024

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 Therese Bruce
Social Secretary Rosalyn Burgess

KENT AND SUSSEX

Please contact either Richard Sydenham
Heather Johnson
Terri Jezeph

LONDON

Regional Representative Hannah Shabathai
Secretary Carole Harris

NORTHERN

Regional Representative Nikki Feirn
Secretary/Convenor Duncan Barclay
Treasurer Sarah Mehta
Edinburgh sub-region Hossein Khermandmand
Member support Nikki Feirn

OVERSEAS

Interim Regional Representative Harry Leefe
Secretary Mary Hamouda
Treasurer Richard Saynor

OXFORD

Regional Representative Stephen Rudgard
Treasurer Anoma Jayawickrema
Member support (central) Latifa Noman

SOUTH CENTRAL

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

SOUTH WEST

Regional Representative Vacant
Treasurer Vacant
Member support Penny Ratcliffe

SURREY

Acting Regional Representative/
Treasurer Marilyn Carr
Secretary Vacant
Member support/Helpline Joanna Tempowski
Social Secretary Annie Kean
Membership Secretary Karen Jørgensen

WEST MIDLAND AND WALES

Regional Representative Vacant
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
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 £20; joint £30; single life £500; joint life £750; associate £20.

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 information notes can be obtained from the BAFUNCS Membership Secretary, duncanbarclay95@hotmail.com
23 Schaw House, 69 Schaw Drive, Bearsden, East Dunbartonshire, G61 3AT

BAFUNCS Benevolent Fund

Trustees:

Chairman: Philip Daniel (IMF)
Treasurer: K C Tan (UNRWA/ICAO/UNFPA/ITC)
Secretary: Joanna Tempowski (WHO)
Members: John Doherty (FAO/IAEA), Terri Jezeph (FAO/ESCAP), Penny Ratcliffe (WHO)

Correspondence

All correspondence with the Benevolent Fund is treated as confidential; please address it to the Secretary, Joanna Tempowski, at benevolent.fund@bafuncs.org

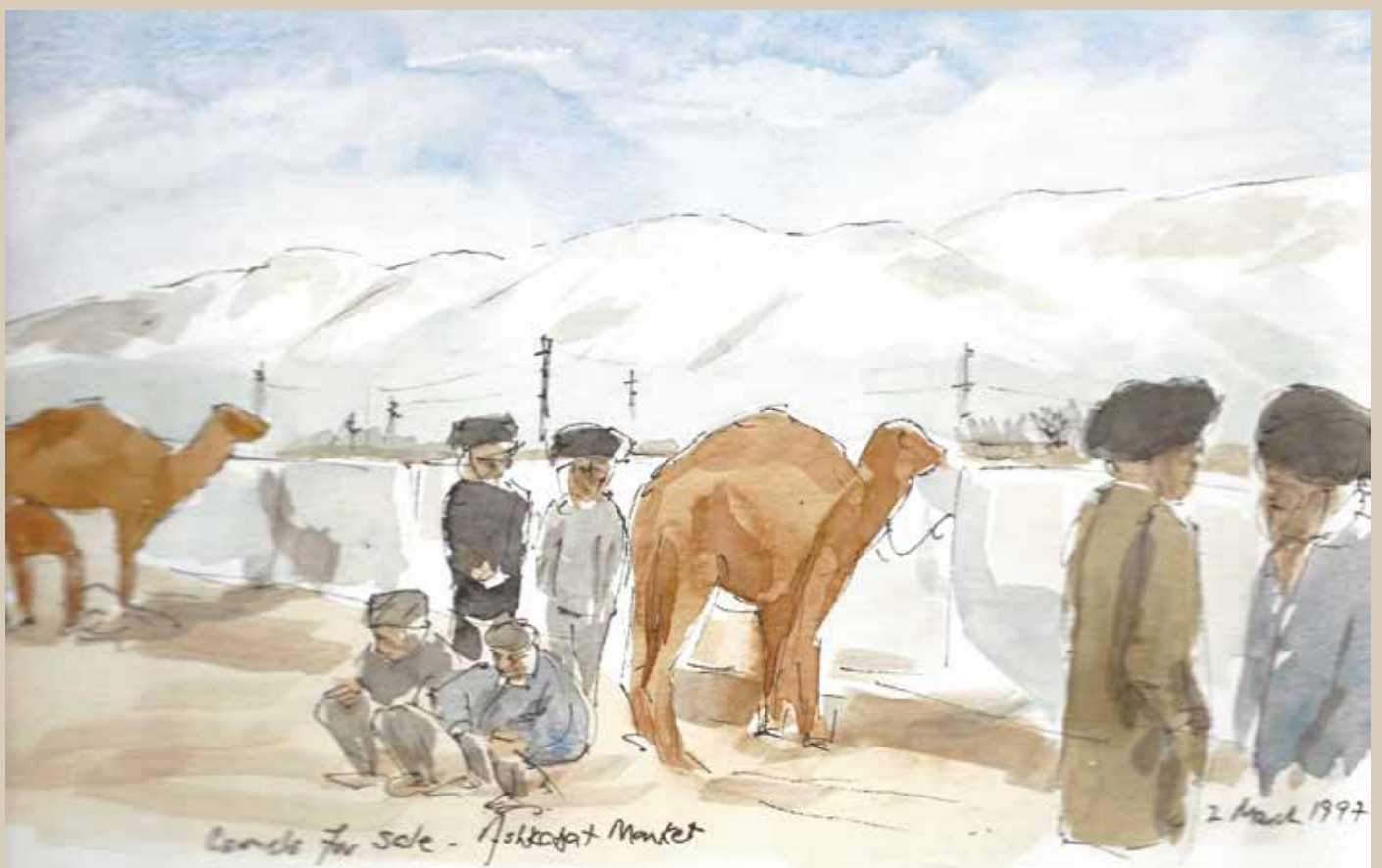
The Fund is a registered charity. It welcomes contributions through the Gift Aid scheme.

The Fund can reclaim income tax on all donations as long as a gift aid declaration is completed, and the donor has paid income tax and/or capital gains tax equal to the tax the Fund reclaims on the donation during that tax year. Forms and/or further information are available from the Secretary.

From Travels with my sketchbook by Michael Askwith (see pp.7-9)



Ministry of Communications, Moldova



Camels for sale, Ashkabat market, Turkmenistan