

# INFORMATION NOTE

IN/PCD/2024/02  
9 January 2025

**Distribution:** Participants in the Basic Medical Insurance Plan (BMIP) and Major Medical Benefits Plan (MMBP)

**Originator:** for Stella Atela   
Director, People and Culture Division

**Subject:** **Basic Medical Insurance Plan (BMIP) and Major Medical Benefits Plan (MMBP): 2025 medical insurance premiums**

1. As indicated in the [PCD Communication](#) of 24 December 2024, following a competitive procurement process, Cigna has been selected and reconfirmed as the medical insurance provider for the Basic Medical Insurance Plan (BMIP) and Major Medical Benefits Plan (MMBP) for IFAD staff members and retirees. The new contract is effective as of 1 January 2025 for a period of 3 years with possible extensions of two additional periods of 2 years.
2. The new contract foresees enhancements of the benefits which are detailed on the [Benefits Guidelines](#) and summarised [here](#). The annual premiums will increase by 6.8% for all participants.
3. The increase of the administrative fee related to the contract will continue to be absorbed by IFAD through the funds accrued through the profit-sharing account deriving from the previous contract with Cigna.
4. The new contract foresees a 6% cap on the annual increase on future premiums. Participants are therefore encouraged to pay particular attention to their medical expenses as the future affordability of the plan will depend on the members' efforts in keeping the costs low. Collective awareness will be key for a sustainable plan and measures can be taken to avoid premium increases in the next years, for example using free-of-charge virtual doctor consultations through the Cigna Telehealth service or by requesting prior-approval of planned medical treatments.
5. In line with Chapter 6 of the HR Implementing Procedures: *Staff safety, social security and welfare* ([link](#)), contributions for BMIP/MMBP are shared equally between the staff member and IFAD, provided that the staff member's monthly contribution does not exceed 5 percent of their gross salary. Any amount in excess is borne by IFAD.
6. For IFAD retirees, contributions for BMIP premium rates are shared equally between the participating former staff member (or their survivor/s) and the Fund. The monthly deduction shall not exceed the higher of (a) 4 percent of the full periodic benefit from the United Nations Joint Staff Pension Fund (UNJSPF), or (b) 4 percent of 46 percent of the Final Average Remuneration (FAR). Any amount in excess will be borne by IFAD. The MMBP coverage is optional for retirees and is unsubsidized by IFAD.
7. The new rates are applicable as of 1 January 2025.
8. Should you have questions regarding the premium changes or any aspect of the medical insurance plans, please contact Ms Alessia Bartolucci, HR Analyst (Insurance and Pension).

<b>EUR SCHEME</b>					
<i>HQ Staff and Retirees with pension in EURO</i>					
<b>PARTICIPANTS</b>	<b>2024</b>		<b>2025</b>		
	<b>BMIP</b>	<b>MMBP</b>	<b>BMIP</b>	<b>MMBP</b>	<b>MMBP Retirees</b>
Single member	€ 130.91	€ 8.43	€ 139.06	€ 9.01	€ 18.01
Member + 1 dependant	€ 262.62	€ 16.72	€ 279.71	€ 17.86	€ 35.72
Member + 2 dependants	€ 331.28	€ 20.89	€ 353.03	€ 22.31	€ 44.62
Member + 3 dependants	€ 399.94	€ 25.06	€ 426.36	€ 26.77	€ 53.53
Member + 4 or more dependants	€ 468.61	€ 29.24	€ 499.69	€ 31.23	€ 62.45

<b>USD SCHEME</b>					
<i>International Professional Staff in the Field and other Retirees</i>					
<b>PARTICIPANTS</b>	<b>2024</b>		<b>2025</b>		
	<b>BMIP</b>	<b>MMBP</b>	<b>BMIP</b>	<b>MMBP</b>	<b>MMBP Retirees</b>
Single member	\$ 161.78	\$ 9.85	\$ 171.94	\$ 10.52	\$ 21.03
Member + 1 dependant	\$ 324.47	\$ 19.70	\$ 345.67	\$ 21.04	\$ 42.07
Member + 2 dependants	\$ 409.27	\$ 24.61	\$ 436.23	\$ 26.29	\$ 52.57
Member + 3 dependants	\$ 494.10	\$ 29.53	\$ 526.83	\$ 31.54	\$ 63.07
Member + 4 or more dependants	\$ 578.91	\$ 34.45	\$ 617.40	\$ 36.79	\$ 73.57