



CHILDREN'S SURGICAL CENTRE

Rehabilitation surgery for disabled Cambodians
National Rehabilitation Center, Kien Khleang

2012 Annual Report



In 2012, CSC performed more than **4,965** free surgeries and extensive surgical training for Cambodian medical staff.

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Annual Report 2012

Children's Surgical Centre

Chief Executive Officer

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OBE, FACS, FRCSC

Chief Financial Officer and Administrator

Ms. Kanyapak Reinvetch

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Professor Ou Cheng Ngiep

Manager of Anaesthesiology Department

Dr. In Sovutheara

Manager of Ophthalmology Department

Dr. Chhor Long

Manager of Administration Department

Mr. Sok Menglong



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President's Report

2012 was a banner year for Children's Surgical Centre, highlighted by the opening of the "Vanda Wing"—the much needed expansion of our hospital which had been operating in the same building since 1998. This critical expansion, which has nearly tripled the hospital's size, will greatly help Children's Surgical Centre to fulfill its noble mission of providing free surgical care for Cambodia's neediest children. This year also marks CSC's fifteenth successful year and 40,000th life-changing surgery.

These significant milestones and CSC's notable and continued success is the product of an orchestra of dedicated employees, local government bodies, visiting medical professionals and donors both institutional and private. Each of these seemingly independent players contributes an equally important part in CSC's success, which is beautifully coordinated by Dr. Gollogly and his senior medical and management teams each and every day.

What begins with a daily stream of children broken and disabled by a variety of afflictions, brought by parents with struggles that you and I will never know, ends with a steady symphony of healed and whole children and families who are now able – able to live normal lives with one less struggle. This is what is called a miracle and I'm proud to play my small part. If you don't already, I invite you to join us and play your part too.

Congratulations to CSC's wonderful team for a momentous 2012 and all the best for an equally successful 2013.

Warm regards,

Dan Tagliere
CSC Board President

Chief Executive Officer's Report

Preamble

CSC has had a good year in 2012, with the new building being completed, more support forthcoming, and more activity happening.

We commenced building our extension in March 2011, only to be told in June 2011 of that the whole Kien Khleang National Rehabilitation Center compound might be exchanged for land and buildings outside the city. We stopped further building at that point, but started again in September 2011, and moved in to the "Vanda Wing" just after Khmer New Year (mid-April) 2012, on the rescheduled time. The contractors did a very good job for us in constructing what was essentially a shell, and our own maintenance staff were superb in fitting the building out with electricity, water, and air-conditioning, as well as all the fittings and some extra walls, windows and doors, so that by mid-year we were fully functional again. Surgery did not suffer as much as we had expected, since we were able to do many operations in Chenda Polyclinic instead of having to postpone them. Every donor who has visited since we have occupied the new premises has been very impressed and happy with what has been achieved for relatively modest costs, and it has greatly expanded our functional area from about 700 to 2,000 square meters, so the patients are as happy as we are. The formal opening took place on January 18th 2013, presided by HE Major General Hun Manet.

Last year, we bought some very expensive pieces of equipment for eye surgery to be used by our 2 Vitreo-Retinal (VR) surgeons, Drs. Thearith and Long. This equipment is now functioning well, and we have an active VR program. Luckily, this year, through our Thai equipment salespeople, we were put in touch with Mettapracharak (Watraikhing) Hospital in Bangkok and they graciously offered to provide ophthalmic training to some of our staff. After an initial visit there, we sent eight of our staff for a week in August, and we sent one doctor and four nurses for three months extra training which completed in mid-January 2013. The hospital's main specialty is VR surgery, so our four nurses will get the training they need. We also sent Dr. Dira to learn glaucoma surgery, as we are somewhat lacking in that specialty. Hopefully, this collaboration will continue and we will be able to send more staff in 2013.

In the compound, the Cambodian Government's "People with Disability Foundation (PDF)" is extensively refurbishing some of the previous AAR-Japan buildings, and looks set to greatly increase its activities, since a grand opening was held in November. The other organizations in the compound, VIC, Ciomal, and Dr. Vra's Rosecharities continue activities as before, but seemingly at a slower pace. There were no problems with flooding this past rainy season, but the traffic on the main road continues to increase hazardously, and a new bridge nearby should be finished in 2013 which will probably add to the hazards, even as it possibly reduces the traffic jams.

Thanks

The Board of Directors would like to thank all donors for all their assistance during the year. Some donors wish to remain anonymous, but others include:

CLSA's Chairman's Trust in Hong Kong, with a very generous new 3 year commitment.

Vanda Sports Group & Ian Mullane for continued fundraising efforts through the White Collar Boxing events and for providing support for the "Vanda Wing".

Dave and Kerry Rickards from Australia, for their ongoing financial support.

Kadoorie Charitable Foundation who has supported us for so many years, and is now doing so again in conjunction with the University of Oxford.

Smile Train for continued support of our Cleft Lip and Palate surgical program.

Dr. Mark Moser for continuing support from Florida.

Disney Online Studios Canada for the support from "Club Penguin".

Better Digital Solutions for an initial donation.

Charles Monat from Hong Kong, for his ever dependable financial support

Oscar Chow, Linda Kwan and Chevalier for the final remittances of their substantial fundraising efforts in Hong Kong over the past seven years which began with Chris Lenz, founder of Igor's Group.

Zenith Media for a substantial donation

Richard P. Haugland Foundation for buying much needed paediatric ophthalmology equipment.

In addition, there have been **many other private donors** who have made financial contributions throughout the year, and who do not wish to have their names publicized, or whose names are too numerous to mention here, but we do hope they all received their recognition and thank you letters.

The Directors would also like to thank the Cambodian medical staff of Children's Surgical Centre, for all their hard work in providing such good service during the year to the patients we have treated.

Site and Facility Considerations

As mentioned in the preamble, we have completed our addition to the original building, and have also landscaped the garden, so that the compound now has a much more attractive feel. With the Government spending so much money on refurbishing the buildings for the People with Disability Foundation, it seems safe to assume that we will be able to continue to use our premises in the compound for the next few years at least. We were given the old AAR-Japan dormitory at the back of the compound when our construction began, and there seems no move from the Ministry to take it back, so it has been turned into our Physiotherapy and Biomedical Departments, which now have a reasonable space of their own. We have had to do some minor construction and refurbishment, but the building has been very useful to us, and as we can store equipment there. We have welded and built much furniture and many fittings for our use in the compound to save costs.

Numbers of Operations and Consultations

Operations	2008	2009	2010	2011	2012
Rehabilitation	1,479	1,430	1,487	1,491	1,540
Eye	3,151	2,836	2,213	2,080	3,425
Total	4,630	4,316	3,700	3,567	4,965

Consultations	2008	2009	2010	2011	2012
Rehabilitation	3,337	2,648	2,631	2,429	1,960
Eye	10,170	8,623	9,873	9,411	8,108
Total	13,507	11,271	12,504	11,840	10,063

Scope of Services

As can be seen from the numbers of operations above, the eye surgeons have had their busiest year ever. Drs Long and Thearith, both trained in vitreo-retinal surgery, have increased the numbers of patients with diabetic and hypertensive retinopathy we are treating, mainly in conjunction with the local NGO MoPoTsyo which now has over 10,000 patients in their program. Our local eye nurses and other staff have learned to use the new equipment we acquired for VR surgery, but it was still difficult for them. Now, however, we have Dr. Dira and four nurses just about to finish three months of specialized eye training in Thailand, and we expect them to be much more efficient when they come back.

Dr. Pok Thorn now works for us part-time, and is very useful for oculoplasty surgery. We have taken on Dr. Sitha as a new doctor in eye surgery. As a member of the Royal Cambodian Armed Forces (RCAF), he had had a year's training in cataract surgery in the Military Hospital in Hanoi, but had little practical experience in actually doing operations. Now, however, he has vastly improved, and is an expert. Dr. Dira has been with us now for over a year, and we recently sent him to Thailand for three months of training in glaucoma surgery, as we have no specialist in that field. We have written to Manila asking whether he can be accepted for residency training in 2013, but have not yet had a reply. Dr. Roo has carried on sterling work all year, as usual, but this year both he and Dr Long initially worked for a month at the Battambang Ophthalmic Clinic (BOC), and then we sent Dr Roo to work there for a

further three months, while BOC is awaiting their new Nepali eye surgeon starting work on January 1st. Whilst working in BOC, Drs Roo and Long did a further 640 eye operations this year.

The rehabilitation surgery operations have slightly increased again, and our recently introduced projects of hip and spine surgery, as well as the repair of obstetric fistulae, are doing very well, with steadily increasing numbers of patients. About 230 cleft lip and palate surgeries supported by SmileTrain were performed in the past year, decreasing substantially from the last year's total of 350, as we expected to happen due to the backlog continuing to diminish. Only 20 Meningoencephalocoeles were done this year compared with 34 last year, and we will have to look further afield for more patients, as they are getting scarce around Phnom Penh.

Patient Referrals

As in previous years, "word of mouth" is still by far our best referral source, but increasingly we are using radio adverts for specific patients when foreign teams come, and they seem to be quite successful. In addition, there seem to be many more foreign Rotary programs in the country, and they provide an increasing source of referrals.

Outreach Services

We only participated in one outreach mission with a US Military team in 2012, as the Embassy has changed its procurement procedures, and we no longer have as good a relationship with the various elements of the Embassy based military since the personnel have changed. We have, however, undertaken to start up our own outreach in Kandal province, and have sent our new outreach officer on training with two NGOs who do it very well. This activity will probably begin in earnest in the New Year.

Equipment Donated and Purchased

Dave and Kerry Rickards donated to us another Ellex Slit-lamp Laser, the Integre-S, when our current one had to be returned to Australia for maintenance. See also the CFO's report for information about purchased equipment.

Visiting Consultants

This year, the numbers of expatriate experts were about the equivalent of last year. Prof Fred Lauwers brought his Toulouse team twice during the year, as he does every year, (preceded by Dr Philippe Micheau), but the German team did not come again, as no doubt, Dr Gunter Lauer is too busy with his new department. Nevertheless, we had Prof Nabil Samman with his fellows from Hong Kong to round out the facilo-maxillary training.

Drs Mark Vierra and Kathy Swanson, Bob Aptekar and Sohrab Gollogly all came from California, as well as Dr Fergal Monsell from Bristol in the UK, who is taking on some of the work of the Oxford group. Dr. Jim Aird did work with us from February to August this year, before having to return to Bristol. Unfortunately, his successor, Dr. Saqib Noor, could not get his paperwork passed through the bureaucracy in time, and will not arrive until Feb 2013.

Drs Brian Moore and Mark Moser came again and worked with our anaesthetists and Dr. Anne Sutherland came from Australia and took a great interest in our treatment of infections. Ms. Julie Wilson paid us another working visit to help organize our medical records, as did Ms. Joan Tornquist, and we are very grateful for the administrative help they gave us.

On the eye side, Dr Judy Newman did not come this year, but Drs. Dick Lanning, and Chris Lyon did come from USA and Dr. Lim visited from Malaysia.

Visiting Students

We had about 30 visiting medical students in 2012, about the same number as in recent years. The Universities of Alaska and Hong Kong now provide a steady stream of students and the rest come on referrals from previous student visitors or by having found us on the Internet.

CSC Staff and Conferences

There were the usual changes in surgical staffing this year as the Khmer residents, Drs Borin, Oy and Satya went off to France and we took back Dr Raksmeay after his 18 month training in Toulouse and Annecy. Our current resident, Dr Phearum, is not scheduled to go to France until October 2013, but will rotate to Kossomak hospital in January, and be replaced by Dr Sarandy.

On the anaesthesia side, our staff has been stable this year, as it has been with our senior nursing personnel, but we have had some changes in the junior nurses, as they came and went following various opportunities and marriages.

Academically this year we have again had papers published in surgical journals. SmileTrain gave two scholarships for our staff to travel to the Cleft Surgery conference in Taipei, Taiwan in October. The annual "Journées de Chirurgie" took place in Phnom Penh during November, and we presented four papers on various topics. Dr. Ngiep was invited to the Annual Meeting of the Paediatric Orthopaedic Society of North America in Denver in May, and he combined this with visits to Drs. Matt Bernstein and Sohrab Gollogly on either side of the meeting.



Dr. Jim Gollogly
CEO

Chief Financial Officer's Report

Income

In year 2012, we have had substantial net donations of USD \$1,096,571 from the following main donors:

Vanda Sports Group and WWCBA (Ian Mullane) \$186,766
CLSA Chairman's Trust \$143,604
Kadoorie Charitable Foundation \$70,000
Dr. Mark Moser \$67,200
Smile Train \$61,000
CL Holdings (Igor's Group) \$50,041
Charles Monat \$50,000
Disney Online Studios Canada Inc. \$50,000
Better Digital Solutions \$50,000
Zenith Media \$40,000
Richard P. Haugland Foundation \$37,534
UNFPA \$21,400
Pink Umbrella \$20,242
International Financial Services (IFS) \$15,025
WonderWork Inc. \$10,000
Donations via Fay Handley Fundraising \$7,788
Marlborough College Malaysia \$3,216
Yeo Gillian \$3,097
H & M Cambodia \$2,974
Rudolph Alan \$2,500
Elsevier Foundation, Singapore \$2,500
Martin Keeble \$2,400
John Shute \$2,362
Women International Group Phnom Penh (WIG) \$1,778
CK – I.B. Garnet \$1,705
Greta Andrea Lindermayer \$1,348
And various donors ranging between \$5-\$1,000 via Firstgiving and PayPal

Expenses

Expenditures this year were \$1,272,249 with the following significant items :

Salaries \$574,180
Medical Consumables \$177,704
Grant to ACF \$123,425
Other Assets & Depreciation \$122,617

Operating Costs \$107,895
Grant to CamKids \$74,323.

Assets of 2012

Total Building Extension costs were \$362,897; under the Budget of \$400,000
Retinomax K-Plus \$12,450 for Paediatric Ophthalmology

The details of all these can be seen in CSC's Statement of Income and Expenses 2012, as compared with 2011 financial reports.

Cost Control

Over Budget items;

1. The grants to CamKids and ACF were \$108,278 more than was budgeted. These are not part of CSC's operating expenses and are a result of donations received for the respective organizations; however because they are grants to the organization and shown in the expense side of the P&L, they do cause the total of CSC's expenditures to be over budget.
2. Medical Consumables for patients cost \$37,304 over budget this year, due to the increase of about 1,400 operations over last year.
3. Payment for Services to Chenda Polyclinic were over budget by \$8,885, mainly due to many operations being done there while construction was occurring at CSC.
4. Staff Salaries were over budget by \$8,628 as we hired more people to work once the new extension was completed.

Under Budget items;

1. Depreciation Expenses were under budget by \$51,841, as our new building and modifications were not finished until almost the end of the year. Hence the depreciation period of our building did not start until late in the year, as agreed in discussions with our auditors PWC.
2. We spent \$85,467 on building modifications, which is \$14,533 under the amount approved by the Board of \$100,000, since we saved money by using our own staff to perform many modifications.

In total, we spent \$75,536 over budget this year, due mainly to increasing the Grants to ACF and Camkids. CSC's direct expenditures were \$1,107,243, some \$32,742 less than was actually budgeted.

Financial Viability

We have continued to receive wonderful support, from our major donors such as Vanda Sport Group and WWCB (Ian Mullane), CLSA's Chairman's Trust, Kadoorie Charitable Foundation, Dr. Mark Moser, Smile Train, Igor's Group, Charles Monat, and Disney Online Studios.

In addition, Better Digital Solutions and Zenith Media donated to us this year through the auspices of Stephen Dolan and his Facebook Team, and International Financial Services (IFS) had a golf tournament in Singapore for us this year.

Committed funding for 2013 includes Ian Mullane of Vanda Sports Group promising to make CSC their charity for year 2013, and we received a letter of commitment from Dave & Kerry Rickards of DAK Foundation promising \$200,000 per year in 2013-2015. CLSA's Chairman's Trust has committed \$498,665 over the years 2012-2014, and Sir. Michael Kadoorie's grant through "Oxford University Hospital Support for CSC" totals \$98,600. UNFPA promises \$30,000 for continuation of our Fistula Program, and Smile Train commits to \$250 per cleft case. In sum, at the end of 2012, we have approximately one year's funding in hand.

Role and Influence of Donors

There has been little change in the donor roles and influence over the years. No donor seems to want to change what we do, although we do occasionally decline donations that would deflect us into fields that we do not wish to enter.

Financial Monitoring

We will finish our four year contact with PriceWaterhouseCoopers after the 2012 audit, which is to be completed during the week of 18-22 February 2013. Our Accounting Team has handed over a donor list to PWC in 1st week of January 2013, so that PWC can process donor confirmations before their audit.

A Financial Manual has been completed and implemented in July 2012 by Ms. Elizabeth Stanciu, our Overseas Accountant, following PWC's requirements. "The Draft CSC 2012 Statement of Income and Expenditures" is attached to this report.

Equipment and Vehicle Replacement

In year 2012, we received a donation of \$37,534 for paediatric eye equipment and surgical support from the Richard P. Haugland Foundation. Similarly, some budget for orthopaedic equipment has been promised through the Kadoorie Charitable Foundation, but we did not buy major pieces of other equipment this year other than the Retinomax K-Plus mentioned earlier.

Mr. Jack Cruz, our expatriate Bio-Engineer and his two co-workers have given us great support in developing a better repair and maintenance system for medical and other equipment. However, we still need expensive service contracts to maintain our eye equipment, and this is probably going to continue in the future.

All vehicles are in good shape as they have been well maintained and repaired properly by David Ridge's Garage, and we currently see no need to replace any of them.

Funding Initiatives

Ian Mullane's White Collar Boxing events continue to be a wonderful and important source of donations for CSC. This year, donations on the Firstgiving website from White Collar Boxing, Racing the Planet and others yielded \$46,699 from 340 donors. In addition, we received \$15,756 from another 136 people from our PayPal donation site, which provided about 6% of our total income this year. Many of CSC's PayPal donors are recurring monthly subscribers, who have committed to CSC year after year.

The donor database is maintained through Giftworks, under the auspices of Ms Elizabeth Stanciu, and thank-you letters are being sent regularly.

Two new donor organizations, WonderWork (www.wonderwork.org) and Watsi (www.watsi.org) have agreed to sponsor us this year, and while we only started with each of them in December, we have received about \$15,000 in funding and are very grateful for our partnership with each of these very impressive organizations.

A handwritten signature in purple ink, appearing to read 'K. Reinvech', with a long horizontal flourish underneath.

Kanyapak Reinvech
Chief Financial Officer & Administrator

**Children's Surgical Centre
Profit & Loss**

	2012 US\$	(PWC) 2011 US\$
Income		
Donations	1,096,571	1,100,049
Interest income	13,688	15,366
Other Income	5,957	29,622
Total Income	<u>1,116,217</u>	<u>1,145,037</u>
Expense		
Staff Salaries	574,180	546,637
Medical Consumables	177,704	138,969
Operating Costs	107,895	95,789
Grants to NGOs	197,748	64,809
Depreciation	75,684	44,801
Medical Equipment	46,933	41,455
Repairs & Maintenance	42,101	34,583
Utilities	26,553	20,330
Payment for Services	18,485	17,231
Professional Fees	14,721	10,196
Security and Warehouse rental	7,986	7,389
Office Equipment	201	4,481
Training for Medical staff	8,891	2,885
Smile Train Phone project	-	1,468
Others	(26,832)	12,733
	<u>1,272,249</u>	<u>1,043,756</u>
Surplus of Income over Expenditures	(156,032)	101,281
Fund Balance, Beginning of the year	1,610,156	1,508,875
Fund Balance, End of the year	1,453,252	1,610,156
Represented by:		
Deposits and prepayments	6,393	11,200
Advances and other receivables	6,859	3,765
Cash and cash equivalents	568,697	942,470
Property and equipment	537,451	422,773
Publically traded equity	335,432	231,288
Accrued tax liabilities and other payables	(1,580)	(1,340)
	<u>1,453,252</u>	<u>1,610,156</u>

Sueby
15 Jan 2013

CSC's Staff List 2012

No.	Staffs Name	Nick Name	Position
The Management			
1	Dr. James G. Gologly	Dr. Jim	CEO and Director
2	Ms. Kanyapak Reinvetch	Kanya	CFO and Director
Stakeholder Relations			
3	Ms. Anne McMurrey	Anne	Stakeholder Relations Officer
Reconstructive Surgery Department			
4	Prof. Ou Cheng Ngiep	Dr. Ngiep	Manager of Reconstructive Surgery
5	Dr. Keo Yemmony	Dr. Mony	Surgeon
6	Dr. Soum Ratha	Dr. Ratha	Surgeon
7	Dr. Keo Vanna	Dr. Vanna	Surgeon
8	Dr. Tea SokLeng	Dr. Leng	Surgeon
9	Dr. Ky Chanmony Raksmeay	Dr. Raksmeay	Surgeon
10	Dr. Tho ly	Dr. Ly	Surgeon
11	Dr. You Kosal	Dr. Kosal	Surgeon Training
12	Dr. Chhea Sothea	Dr. Sothea	Surgeon Training
13	Dr. Tep Borin	Dr. Borin	DES Training
14	Dr. Lim Sarandy	Dr. Sarandy	DES Training
Reconstructive Nurse Unit			
15	Mr. Kim Yinna	Yinna	Head of Reconstructive Nurse Unit
16	Mr. Huot Pich	Pich	Head of Instrument Nurse
17	Ms. Eam Hong	Hong	Support Medical Staff
18	Mr. Ly Sokhai	Dan	Support Medical Staff
19	Ms. Horm Sophal	Sophal	Nurse (Post Op, Dressing In charge)
20	Mr. Chrin Savoeun	Savoeun	Nurse (OR Incharge)
21	Mr. You Sokhom	Sokhom	Nurse (Instrument)
22	Ms. Sokun Sopheaktra	Sopheaktra	Junior Nurse (OR)
23	Ms. Orn Muy Eng	Muy Eng	Junior Nurse (Post Op.)
24	Mr. Chan Maraka	Makara	Junior Nurse (Instrument)
25	Ms. Heng Davy	Davy	Junior Nurse
26	Mr. Hai Sokban	Sokban	Junior Nurse (OR)
27	Mr. Chhuon Sopheak	Sopheak	Junior Nurse (Dressing)
28	Ms. Phign Srey Orn	Srey Orn	Junior Nurse (OR)
29	Ms. Phon Sokleng	Sokleng	Junior Nurse (OR)
30	Mr. Srei Rethi	Rethi	Junior Nurse (Patient follow up)
31	Mr. Ear Samath	Samath	Junior Nurse (OR)
32	Ms. Phal Sopheak	Sopheak	Junior Nurse (OR)
33	Mr. Pech Pov	Pech Pov	X-ray Technician
34	Mr. Nay Sok	Sok	X-ray Technician
35	Mr. Yut SamNang	Samnang	Speech Therapist
Physiotherapy Unit			
36	Mr. Toun Phea	Phea	Head of Physiotherapy Unit
37	Mr. Ki Limchhe	Chhe	Physiotherapist
38	Mr. Pang Sarun	Sarun	Physiotherapist
39	Ms. Yin Bonica	Bonica	Physiotherapist
Laboratory Unit			
40	Mr. Ly Phanny	Phanny	Head of Laboratory Unit
41	Mr. Prum Rith	Prum Rith	Laboratory Technician Trainee

Anaesthesiology Department			
42	Dr. In Sovutheara	Dr. Theara	Manager of Anaesthesiology
43	Dr. Yong Sophoanarith	Dr. Rith	Anaesthesiologist
44	Dr. Dun Norin	Dr. Norin	Anaesthesiologist
45	Dr. Meas Sophal	Dr. Sophal	Anaesthesiologist Trainee
46	Dr. Eang SamAth	Dr. Ath	Anaesthesiologist Trainee
47	Dr. Sous LeoungSokhalay	Dr. Lay	Anaesthesiologist Trainee
48	Mr. Chum Han	Han	Nurse Anaethetist
49	Mr. Tin Eat	Tin Eat	Nurse Anaethetist
Ophthalmology Department			
50	Dr. Chhour Long	Dr. Long	Manager of Ophthalmology
51	Dr. Saly Thearith	Dr. Thearith	Ophthalmologist
52	Dr. Soeung Soryoun	Dr. Roo	Ophthalmologist
53	Dr. Pork Thorn	Dr. Thorn	Ophthalmologist
54	Dr. Lay ChanDira	Dr. Dira	Ophthalmologist
55	Dr. Phann Sitha	Dr. Sitha	Ophthalmologist
56	Dr. Meas Sopheak	Dr. Sopheak	Ophthalmologist
Ophthalmic Nurse Unit			
57	Ms. Kong Chantry	Chantry	Head of Ophthalmic Nurse Unit
58	Ms. Bee Sokngin	Samphoas Thom	Senior Nurse
59	Ms. Ros Sophy	Sophy	Senior Nurse
60	Mr. Sao Moeun	Moeun	Nurse
61	Ms. Sun Yanak	Yanak	Nurse
Ophthalmic Assistant			
62	Ms. Nouch Channy	Channy	Ophthalmic Assistant
63	Mr. Sem Ratha	Ratha	Ophthalmic Assistant
64	Mr. Sy Vanntha	Vanntha	Ophthalmic Assistant
65	Ms. Cheang Somphea	Somphea	Ophthalmic Assistant
66	Ms. Seng Ratana	Ratana	Ophthalmic Assistant
Pharmacy			
67	Mr. Ung Ratana Sambath	Sambath(Ung)	Pharmacist
Administration Department			
68	Mr. Sok Menglong	Menglong	Administration Manager
Bio-Engineering Unit			
69	Mr. Jesus A. Crus	Jack	Head of Bio-Engineering Unit
70	Mr. Than Buntheoun	Buntheoun	Bio-Engineering Officer
71	Mr. Werner B. Gunther Jr.	Gunther	Bio-Engineering Officer
Inventory Unit			
72	Mr. Sok Sokkheng	Sokkheng	Head of Inventory Unit
73	Mr. Vong Van	Van	Inventory Officer
Finance/Accounting /HR Unit			
74	Ms. Chhoeng Siengheng	Siengheng	Head of Finance/Accounting/HR Unit
75	Ms. Elizabeth Stanciu	Beth	Oversea Accountant
76	Ms. Tanakrita Suthikamon	Pui	Internal Auditor
77	Ms. Heng Sothearan	Sothearan	Admin/Account Assistant
78	Mr. Hout Chhay Korng	Korng	Accountant Trainee

79	Mr. Thon Buntheoun	Buntheoun	Outreach Officer
Patient Information Unit			
80	Mr. Som ChanDiman	Diman	Head of Patient Information
81	Mr. Ton Peseth	Peseth	Patient Information Officer
82	Mr. Met Pesith	Pesith	Patient Information Officer
83	Mr. Ly SivPy	Py	Patient Registra
84	Mr. Sem Sambath	Sambath	Patient Registra Assistant
Maintenance/Cook/Cleaning/Security Unit			
85	Mr. Sok Sary	Sary	Head of MCCA Unit
86	Mr. Men Simen	Simen	Maintenance & Driver
87	Mr. Chhom Theang	Puth	Maintenance & Driver
88	Mr. Dy Lach	Lach	Maintenance & Driver
89	Mr. Deb Dy	Dy	Maintenance
90	Mr. Chhoun Rachna	Rachna	Maintenance
91	Mr. Nan Tak	Tak	Janitor
92	Ms. Chhoun Daly	Daly	Cook
93	Ms. Pol Sokhom	Sokhom	Cook
94	Ms. Noun Sokkhom	Sokkhom	Cook
95	Ms. Leav Simorn	Simorn	Cook
96	Ms. Soun Sokha	Srey Pov	Cleaner
97	Ms. Thun Seikngin	Seikngin	Cleaner
98	Ms. Lim KomSort	Komsort	Cleaner
99	Ms. Mouy Kea	Muoy Kea	Cleaner