



CHILDREN'S SURGICAL CENTRE

Rehabilitation surgery for disabled Cambodians
National Rehabilitation Center, Kien Khleang.



2016 Annual Report

Contents

	Page number
Cover Page	1
Contents	2
CSC's Management Committee 2016	3
President's Report	4
Chief Executive Officer's Report	
- Preamble	5
- Thanks	5
- Site and Facility Considerations	6
- Numbers of Operations and Consultations	6
- Scope of Services	7
- Patient Referrals	8
- Outreach Services	8
- Equipment Donated and Purchased	8
- Visiting Consultants	8
- Visiting Students	9
- CSC Staff and Conferences	9
Chief Financial Officer's Report	
- Preamble	10
- Income & Expenditures for CSC	10
- ACF and CamKids	11
- Total Assets in 2016	11
- Cost Control	11
- Financial Viability	12
- Financial Monitoring	12
- Funding Initiatives	12
CSC Profit & Loss 2016 with Budget Comparison	13
CSC Statement of Income, Expenditures, and Fund balance 2015-16	14
Children's Surgical Centre Staff List 2016	15-17

Children's Surgical Centre

Management Committee 2016

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President's Report

CSC has had another exemplary year in 2016. While the number of surgeries has not changed much, the level of complexity and diversity has increased monumentally. The surgical staff continues to benefit from the experience of a multinational group of experts in their field. Our Cambodian surgeons have proven to be masters of adapting cutting edge techniques to the unique environment of a developing nation and medical system. This is a real tribute to the gem we have at Kien Khleang.

As the complexity increases, unfortunately, costs increase also. I urge all our donors to look at what is being done and support us in continuing to be able to provide for the indigent while building the skills of our surgeons and surgical staff. Rebuilding a health care system from zero is a long and arduous task, not a sprint.

On behalf of the board, I want to thank you all for your continued support.

Mark M Moser MD FRCPC
Board President
Children's Surgical Centre

Chief Executive Officer's Report

Preamble

2016 has been another good year for CSC. We have signed a new 3 years MOU with the Ministry of Social Affairs so our tenure in KienKhleang should be secured for that period. We started a new Total Knee Replacement program, while the ENT department continued to develop and with the aid of Audiologists from the University of Melbourne, we are now competent to do 95% of the audiograms that are required by ENT. Orthopaedic Fellows from the UK have been present most of the year, and we expect an Ophthalmic Fellow to be present for a year, starting in February 2017, but our putative Anaesthesia Fellow may not be coming. The eye department is still somewhat less productive than it was a few years ago as we have now declined to take on more younger local ophthalmologists who only seem to want to come to us to use our equipment, and then leave for private practice once they have learned new techniques. Nevertheless, although the number of eye consultations was almost exactly the same as last year, we did do a couple of hundred more eye operations.

No major construction has taken place, but the ENT department has taken over most of the conference room as it has increased in patient numbers and has this year seen almost 5,000 patients in consultation, The eye outpatient department has been expanded by moving speech therapy into the eye inpatient ward giving eye consultations more room, and the speech therapy room now incorporates the audiology service. At this point, it is hard to find more space on the premises as the buildings are fully utilized.

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:

Watsi for its crowdfunding donations throughout the year which have been very successful.

Vanda Sports Group, Ian Mullane, and their boxers for continued fundraising efforts, both corporate and individual, through the White Collar Boxing events.

Dave and Kerry Rickards, the DAK foundation, for their ongoing financial support.

CLSA in Hong Kong, for support that is now terminating but has been very beneficial.

Kadoorie Charitable Foundation which has supported us for so many years both directly and indirectly.

Dr. Mark Moser & Mr. Chuck Monat for their individual donations.

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

Peter Bennett Foundation for continuation of 3 year support.

Royal City of Dublin Hospital Trust, for support of our ENT program this year.

Dreyfus Charitable Foundation for further support.

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 local Khmer staff of Children’s Surgical Center, for all their hard work in providing such good service during the year to the patients we have treated.

Site and Facility Considerations

The great change in the compound this year was that Dr.Vra’s edition of RoseCharities did not have its MOU with the Ministry renewed, and had to leave. However, 2 other Khmer ophthalmologists took over his space, hired most of his staff, and continued to do eye operations under the name “KienKhleang Eye Hospital”. We do not know much about how this all happened, but have heard that the new project is being supported by GTZ, the German equivalent of USAID, which was supporting the project in SvayRieng that the 2 ophthalmologists had previously been running. The rains were scanty, and there was no real problem with flooding in the rainy season, nor were there many electricity cuts in the dry season.

Numbers of Operations and Consultations

Operations	2011	2012	2013	2014	2015	2016
Rehabilitation	1,491	1,540	1,334	1,556	1,242	1,323
Eye	2,080	3,425	4,816	3,634	2,990	3,139
ENT				160	232	244
Total	3,567	4,965	6,150	5,190	4,464	4,706

Consultations	2011	2012	2013	2014	2015	2016
Rehabilitation	2,429	1,960	5,809	7,121	8,070	5,235
Eye	9,411	8,108	11,638	13,268	12,582	12,499
ENT				3,121	3,931	4,824
Total	11,840	10,063	17,447	20,389	24,583	22,558

Scope of Services

In general, the eye department is holding steady, but has not really progressed very far. Dr Long has only worked part-time at CSC as of January 1st 2016, as he continues to work at the Russian Hospital in the mornings. This is not really satisfactory, as he is not always available for consultation with the more junior eye doctors. However, Dr. YouEy is coming along very well, and almost all the visiting eye surgeons have remarked on how competent and what a good surgeon he is. Dr. Sambo, who had been with us for over 2 years, like Dr. YouEy, left to join the government hospital in Kompong Chhnang. The other 3 junior surgeons are continuing to progress, but it will take another year or so before they can function independently. Dr. Dirais finishing his ophthalmic residency in Manila, and will not be back with us until January 2018, when we hope to replace him in Manila with Dr. YouEy. Dr Greg Fincham plans to work with us as a new Ophthalmic Fellow for a year, starting in February 2017, so we are looking forward to his arrival.

The ophthalmic nurses are doing very well. Mrs. Bee Sokngin (Samphoas Thom) is now the Manager of the eye department and Mr. Romanea is the deputy manager. This has worked better than having the doctors as managers. 2 of our eye nurses went to Wat Raking Hospital again in 2016 for further training: Ms. Channy whom we have now promoted to head of the eye operating room, and Mr. Ratha, who is very skilled now in assisting Dr. Long doing Vitreo-Retinal surgery.

ENT surgery has continued to develop well. Dr. Mahmood Bhutta worked as our Otolaryngology Fellow for 4 months in the early part of the year, but then returned on 2 separate visits of a week each in the latter half to monitor the progress of the local surgeons. He taught them how to do mastoidectomies, which Drs. Davy and Sothea can now do independently, and with Dr. Kim now being able to do tympanoplasties independently, Dr. Mood says we are the best otology service in Cambodia. We used to have to send all the patients who needed audiometry to All Ears Cambodia, but after Dr. Mood organized an audiology team to come with him from the University of Melbourne in September, we can now do our own audiograms, which saves a lot of time and effort.

Because of the difficulty in finding anaesthesiologists, we started to train our nurses to be nurse anaesthetists in January 2015, and that has been a very good move. The first 2, Mr. Savoeun and Ms. Peaktra have now finished their training, and are awaiting a final exam to be given by our visiting expatriate anaesthetists, Drs Mark Moser and Brian Moore, later this month. 2 more nurses, Mr. Kob and Mrs. Bee Sokngin followed on, but Mrs. Sokngin changed to be manager of the Eye Department after a year, so we have recruited 2 more nurses at 6 month intervals, and made a notable difference in the efficiency of the anaesthesia department.

Cleft surgery showed an increase of 20% in operations this year, to a total of 167 operations, although the "backlog" has dramatically diminished and there are now more teams competing for patients. Smile Train continues to support our cleft operations and this year sent 3 of our surgeons to a cleft conference in Taiwan. With only 2 dozen MEC surgeries this year, the numbers are dwindling again as the backlog is cleared, but Phnom

Penh Rotary Club has continued to support our MEC program, so we are very grateful to both them and Smile Train.

On the rehabilitation surgery side, the big development was the institution of a Total Knee Replacement program, for which the Kadoorie Charitable Foundation provided the initial funding for the instruments and 24 prostheses; Dr Robert Siorpaes came from the Tyrol and initiated the project; and Watsi expects to support the costs of more prostheses as they become necessary. The Brachial Plexus Injury project is going well with the Singaporean and UK hand surgeons, and Prof Ken Cheung has continued to visit from the University of Hong Kong, with other spinal surgeons, so our spine surgery is developing.

Patient Referrals

Again this year, not too much has changed in regard to referrals: mostly it is by word of mouth, from relatives, friends and various officials, but there is a steady increase in referrals of difficult cases from other hospitals, and also of people from remote areas through the agency of some organization or other. We do still use radio advertising on occasion, but the results are not very specific.

Outreach Services

In general, we have given up doing outreach surgeries, as they are much more likely to be cancelled and our time to be wasted, than if we stay in KienKhleang and let patients come to us. This is much easier these days, as the roads are much better and public and private transportation services are much more to hand.

Equipment Donated and Purchased

In 2016, we only purchased 2 major pieces of equipment: a Zeiss Yag Laser for the eye department, and a Zeiss OPMI Pico operating microscope for the ENT department. Other purchases were significantly less expensive and more routine, like operating lights, small autoclaves, cameras and so on.

Most useful however, has been the opportunity for Jack and Thearun to complete the second year of their 3 year Biomedical Engineering course, increasing their skills in repairing and maintaining our equipment, and we certainly hope that World Engineering will continue to run the course through the next year.

Visiting Consultants

The “Senior Surgeons’ Program”, funded by Kadoorie Charitable Foundation, has been of great help during the year in funding Fellows. Dr. Alasdair Bott came as the orthopaedic fellow for 6 months in August 2016, and Dr. Namal Perera overlapped him as another orthopaedic fellow for 6 months, starting at the end of October. Then Dr. Alex Nichols will come for 3 months in March 2017, to be followed by Dr. Saqib Noor again for 6 months starting in August 2017. Orthopaedics has been, and will be, well covered, but it has been more difficult

to find further ENT Fellows after Drs. Charlie Huins and Mahmood Bhutta, and there will have been a lapse of more or less 2 years between the ophthalmic Fellows, Dr. Heidi Gollogly and Dr. Greg Fincham due to start in February 2017.

The French ENT team, Entendre Le Monde, came to help teach ENT surgery twice again this year. The Singapore hand team came twice and our hand surgery service improved, as did the Toulouse team working with our plastic surgeons. Dr. Kevin Winkle came twice, working with our paediatric ophthalmology team. He brought his friend Mark Nelson, a VR surgeon, and was very helpful in encouraging Drs. Lee Wan and Elliot Davidson to come from California and help with cataract surgery. From the U of Hong Kong, came 2 other ophthalmic surgeons, Drs. Carol and Noel, who were very good value, and all these eye surgeons were supported by SEE International. Other visitors included Dr. Ken Cheung from Hong Kong; Drs. Bob Aptekar and Peter Salomon from California; Dr. Al Gross from Alaska, and Dr. Masa Iwata from Japan celebrated his 100th visit to Cambodia to teach maxilla-facial surgery and worked with us 3 times during the year.

Visiting Students

There were 21 visiting medical students in 2016, from multiple different countries, but the Alaskan students now no longer have the opportunity to come, just like the Toronto students previously. No difficulties occurred, and our Khmer staff were happy to work with them and learn from them.

CSC Staff and Conferences

We have been asked to now take 4 Khmer surgical residents working with us at any one time on their 6 month surgical rotations, and all have had a great time and learned a lot. Other than them, we have had little other change in the medical staffing throughout the year. The annual "Journées de Chirurgie" took place in Phnom Penh during November, and we presented another 4 papers on various topics. Drs. Ratha, Nara and Sophie went to a cleft conference in Taiwan, courtesy of Smile Train, and Dr. Ngiep had 2 weeks in the Austria with Dr. Siorpaes preparatory to us starting our TKR program. Again, a few papers have been written and submitted to various medical journals and all-in-all, this has been a very productive year.



Dr. Jim Gollogly
Chief Executive Officer

Chief Financial Officer's Report 2016

Preamble

Income and expenditures for CSC.

This year, we had to separate out the donations that CSC received for, and passed through to, both the Australian Cambodia Foundation (ACF, which runs Sunrise Children's Villages (SCV)) and the Cambodian Children's Charity (CamKids), and consequently the accounting looks different slightly from the previous years. (ACF and CamKids are discussed below). CSC had a **total Income of \$1,541,832 and expenditures of \$1,487,347 in 2016.**

There were 1,386 donors in total this year, but the major donations to CSC came from the following organisations and individuals who gave more than \$20,000:

Watsi.org \$421,798
Vanda Sport Group (VSG) \$168,738+Vanda Online \$166,637 = \$335,375
CLSA \$119,214
DAK Foundation \$113,975
Peter Bennett Foundation \$75,000
Kadoorie Charitable Foundation \$69,989
Royal City of Dublin Hospital Trust \$63,968
Charles Monat \$ 50,000
Smile Train \$43,323
Phnom Penh Rotary Club, \$26,681
Pink Umbrella (via Rotary Club Australia) \$22,358

.Expenditures were \$1,487,347 this year and the major categories were:

- Staff Salaries \$787,158
- Medical Consumables \$270,528
- Operating Costs \$152,086
- Depreciation \$100,934
- Repair and Maintenance \$82,528

ACF and CamKids.

For many years now, CSC has had an agreement with these two organisations. Instead of each organisation individually setting up Tax-deductible Entities in the USA, UK, and Australia, each organisation would accept tax-deductible donations for one another in the country of registration, and pass these donations along to the designated organization, without charging any fees. CSC therefore has, for years, been accepting donations in the USA for both ACF and CamKids, just as ACF has done reciprocally in Australia and Camkids in the UK. Usually, such donations are transferred whenever requested. This year,

ACF had \$397,671 passed through from CSC (\$256,740 to Sunrise Children Village and \$140,931 to New Hope for Cambodian Children), and CamKidshad \$19,561 passed through. As of this year, we are booking those accounts separately, in order not to confuse the financial accounting of CSC.

Total Assets in 2016 were \$1,286,717 represented by the following amounts on December 31, 2016.

1. 8 Bank Accounts totaling \$676,555
2. 4 PayPal Accounts holding \$55,194
3. Equity Investments \$491,636
4. Other current assets \$36,604 (credit card ANZ \$5,955, cash on hand \$2,701, petty cash \$300, Advance A/C \$8,283, Deposit&Prepaid \$19,365)
5. Equipment and Property \$26,728

The details of all these can be seen in the sheet: 2016 CSC Profit & Loss with Budget Comparison (Page 13).

Cost Control

This year, CSC's total expenses were \$1,487,347 compared to a budget of \$1,527,900, so we were under budget by \$40,554, much of which was due to the closure of our Pharmacy demanded by MOSAVY before renewing our new MOU for the next 3 years.

However, some of our expense categories were over-budget such as Medical Consumables exceeded the budget by \$22,559 as we did a bulk order of Ophthalmic supplies for a year. Operating Costs is exceeded budget \$19,430 from Insurances premium and Bank Charges. Maintenance of Buildings increased by \$10,092, as we modified the space for the new operating room and ENT outpatient department.

Financial Viability

In 2016, we continued to receive wonderful support from our major donors as mentioned in the details of Income this year, as well as from almost 1,500 other donors. CLSA has concluded its annual donation, as we expected, and the Peter Bennett Foundation will finish in 2017, unless they renew their commitment. However, Watsi this year donated \$421,798 to us, in comparison to last year's contribution of \$221,377. Our former Stakeholder Relations Officer, Hannah Callas, who had worked for Watsi before CSC, arranged for them to crowd-fund many more operations for us. We certainly hope that this level of support from Silicon Valley can continue, and so far, there seem to be no signs that it will disappear.

Financial Monitoring

2017 will be last year of our 4 years Auditing Contact with PWC, and they have scheduled to audit us for 2016 in February 2017.

A Draft “CSC 2016 Statement of Income, Expenditures and Fund Balance” is attached to this report (page 14).

Funding Initiatives

First State Investments has reconstituted its charitable giving arm, and Manan Trust has now become functional. We have had discussions with them for several years, and hope that now they will approve the application for funding that we have submitted to them. Two or three other large organisations are currently in contact with us, but we have not yet progressed to making a formal proposal to them.

Vanda Sports Group (VSG) continued its very valuable support in 2016 and promises to still raise funds for us in 2017, so we are very grateful to Ian Mullane and his group.

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

KanyapakReinvetch
Chief Financial Officer & Administrator

Children's Surgical Centre
 Profit & Loss Budget vs. Actual
 January through December 2016

	Jan - Dec 16	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
500 - Donations	1,899,697	795,000	904,697	213.8%
CSC \$1,509,693				
ACF \$179,263				
Camkids \$10,740				
550 - Interest & Dividends	21,214			
560 - Cost Recovery from Chenda	2,599	3,600	-1,001	72.19%
570 - Pharmacy Income	8,325	50,400	-42,075	16.52%
Total Income	1,731,835	849,000	882,835	203.99%
Expense				
4D10000 - Medical Salaries	617,176	659,725	-42,549	93.55%
4D11000 - Medical Consumables	259,559	237,000	22,559	109.52%
4D12000 - Surgical Expense to Chenda	1,400	12,000	-10,600	11.67%
4D13000 - Staff Training	23,272	18,000	5,272	129.29%
4D14000 - Bio-Engineering Department	132,132	122,040	10,092	108.27%
4D15000 - Maintenance Department	77,950	74,292	3,658	104.92%
4D16000 - Utilities	36,003	33,000	3,003	109.1%
4D17000 - Other Assets & Depreciation	100,934	98,871	2,063	102.09%
4D20000 - Pharmacy Expenses	12,187	48,060	-35,893	25.32%
4I1000 - Management & Admin Salaries	71,761	85,052	-13,291	84.37%
4I2000 - Operating Costs	159,290	139,860	19,430	113.89%
Total Expense	1,491,644	1,527,900	-36,256	97.63%
Net Ordinary Income	240,191	-678,900	919,091	-35.38%
Other Income/Expense				
Other Expense				
4I700 - Currency Loss (Gain)	1,662			
4I900 - Realised Loss (Gain)	-5,960			
Total Other Expense	-4,298			
Net Other Income	4,298	0	4,298	100.0%
Net Income	244,489	-678,900	923,389	-36.01%

Grant to NGO	417,232
4D18000 - Grant to ACF \$397,671	
4D19000 - Grant to CamKids \$19,561	
Grant Total:	1,908,876

Note:

4D11000 - Medical Consumables		
- Expense in 2015 - Oxygen and Gas (Tr# 182)	\$	594
- Eye supplies for BOC (Tr# 1490)	\$	22,644
4D13000 - Staff Training		
- Drs. Ratha/Sopheap/Vanara, conference in Taiwan (Tr# 1583)	\$	3,029
- IT staffs study the programing of Java (Tr# 1444)	\$	1,200
- Dr. Kim Yong June training at Singapor (Tr# 195)	\$	877
4D14000 - Bio-Engineering Department		
- Set up room in new container	\$	8,009
- Set up a new ENT room	\$	2,959
- Set up two new bathrooms at ground floor	\$	5,043
4I2000 - Operating Costs		
- Prolapsus expense 2016	\$	1,300
- Watsi expense 2016	\$	4,016

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 12 Sep 2017

12 Sept 17

Children's Surgical Centre
Statement of Income, Expenditures, and Fund Balance
January through December 2016

	After PWC Actual 2016 USD(\$)	Audited Bal. 2015 USD(\$)
Income		
Income from donors \$1,509,694		
Interest income \$21,214		
Pharmacy income \$8,325		
Other income \$2,599		
Total CSC Income	1,541,832	1,448,728
Income from ACF \$179,263		
Income from Camkids \$10,740		
Total Not CSC Income	190,003	-
	<u>1,731,835</u>	<u>1,448,728</u>
Expense		
CSC Staff Salaries	787,158	722,815
Medical consumables	270,528	235,333
Depreciation	100,934	137,705
Operating costs	152,086	132,957
Repairs and maintenance	82,528	50,495
Utilities	36,003	32,947
Medical equipment	25,132	28,190
Currency exchange loss	(4,298)	24,972
Training for medical staff	23,272	18,800
Security and cleaning	5,400	7,812
Professional fees	4,674	7,210
Payment for services	1,400	2,500
Office equipment	2,530	371
Not CSC Grant to ACF \$397,671		
Grant to Camkids \$19,561		
	<u>417,232</u>	<u>70,733</u>
	<u>1,904,579</u>	<u>1,472,840</u>
DEFICIT OF INCOME OVER EXPENDITURE	(172,744)	(24,112)
FUND BALANCE, BEGINING OF THE YEAR	<u>1,454,068</u>	<u>1,478,180</u>
FUND BALANCE, END OF THE YEAR	<u>1,281,324</u>	<u>1,454,068</u>
Represented by:		
Cash and cash equivalents	784,613	896,387
Publically traded equity	447,729	416,155
Property and equipment	26,727	116,661
Advances and other receivables	8,283	26,879
Deposits and prepayments	19,365	465
Accrued tax liabilities and other payables	(5,393)	(2,479)
	<u>1,281,324</u>	<u>1,454,068</u>

*Patricia Thearan
12 Sep 2017*

*[Signature]
12 Sep 2017*

Staff List 2016

No	Title	Staff Name	Position	Sex	Email Address
The Management (2)					
1	Dr.	James G. Gollogly	Chief Executive Officer	M	jim@csc.org
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Stakeholder Relations (2)					
3	Ms.	Hannah Marie Callas	Stakeholder Relations Officer	F	info@csc.org
4	Ms.	EvalynnFaeTaganna Romano	Stakeholder Relations Officer	F	info@csc.org
Reconstructive Surgery Department (25)					
5	Dr.	KeoVanna	Manager of Reconstructive Surgery	M	vanna@csc.org
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7	Dr.	SoumRatha	Surgeon	M	ratha@csc.org
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28	Dr.	DaralinSydarith	DES Trainee	M	darith@csc.org
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Reconstructive Nurse Unit (26)					
30	Mr.	Kim Yinna	Head of Reconstructive Nurse Unit	M	yinna@csc.org
31	Mr.	Chan Makara	Junior Nurse (OR)	M	makara@csc.org
32	Ms.	HormSophal	Nurse (Post Op Incharge)	F	phal@csc.org
33	Mr.	You Sokhom	Nurse (Instrument)	M	
34	Mr.	Hour Senglong	Junior Nurse (Post Op)	M	
35	Mr.	Ear SomAth	Junior Nurse (OR)	M	
36	Mr.	ChhuonSopheak	Junior Nurse (OR)	M	
37	Ms.	Mao Bolin	Junior Nurse	F	
38	Mr.	Yun Vanna	Junior Nurse	M	
39	Mr.	KheangDarath	Junior Nurse (Instrument)	M	
40	Mr.	Tong Vichhorn	Junior Nurse	M	
41	Mr.	Um Sothea	Junior Nurse	M	
42	Mr.	VornLeangHeng	Junior Nurse	M	
43	Ms.	Pun Sreyroth	Junior Nurse	F	
44	Ms.	Kong Veary	Junior Nurse	F	
45	Ms.	ChheangYsean	Junior Nurse	F	
46	Mr.	ThimChamraeun	Junior Nurse	M	
47	Ms.	ThengSothybormey	Junior Nurse	F	
48	Mr.	Tong Vichhay	Junior Nurse	M	
49	Ms.	NgoemRothana	Junior Nurse	F	
50	Ms.	Thou Romduol	Junior Nurse	F	
51	Ms.	Em Hang	Support Medical Staff	M	
52	Ms.	YimChhengLeang	PG Tailor	F	
53	Mr.	SbaungKhema	X-Ray Technician Trainee		
54	Mr.	SemSambath	Radiographer Trainee		
55	Mr.	YutSamNang	Speech Therapist		
Physiotherapy Unit (4)					

56	Mr.	TounPhea	Head of Physiotherapy Unit	M	phea@csc.org
57	Ms.	Yin Bonica	Physiotherapist	F	bonica@csc.org
58	Ms.	Ra Srey Nun	Physiotherapist	F	nun@csc.org
59	Mr.	CheyRinraya	Physiotherapist	M	
Laboratory Unit (2)					
60	Mr.	Ly Phanny	Head of Laboratory Unit	M	phanny_lab@csc.org
61	Mr.	PrumRith	Laboratory Technician	M	rithp@csc.org
Anaesthesiology Department (17)					
62	Dr.	EangSamAth	Anesthesiologist	M	ath@csc.org
63	Dr.	MeasSophal	Anesthesiologist	M	sophal@csc.org
64	Dr.	In Sovutheara	Anesthesiologist	M	theara@csc.org
65	Dr.	Dun Norin	Anesthesiologist	M	norin@csc.org
66	Dr.	Yon Sophoanarith	Anesthesiologist	M	rith@csc.org
67	Dr.	ImSothy	Anesthesiologist	M	sothy@csc.org
68	Dr.	Sous LoeungSokhalay	Anesthesiologist	M	lay@csc.org
69	Dr.	Nin Chantha	Anesthesiological Trainee	M	chantha@csc.org
70	Mr.	Ki Limchhe	Anesthesiologist Trainee	M	chhe@csc.org
71	Mr.	Chum Han	Nurse Anaesthetist	M	han@csc.org
72	Mr.	Tin Eat	Nurse Anaesthetist	M	eat@csc.org
73	Mr.	ChrinSavooun	Nurse Anaesthetist Trainee	M	savooun@csc.org
74	Mrs.	SokunSopheaktra	Junior Nurse (OR)	F	sopheaktra@csc.org
75	Mr.	UtDaro	Junior Nurse (Post Op Care)	M	
76	Mr.	Tong Vichhan	Junior Nurse (Post Op)	M	
77	Ms.	MiechRathana	Junior Nurse (Post Op)	F	
78	Mr.	Kong Kop	Manager of Anesthesiology	M	kop@csc.org
ENT Department (8)					
79	Dr.	MahamoodFazalBhutta	ENT Fellow	M	
80	Dr.	Touch Sokdavy	ENT Surgeon	F	davy@csc.org
81	Dr.	ChheaSothea	ENT Surgeon Trainee	F	sothea@csc.org
82	Dr.	SrunKimhout	ENT Surgeon Trainee	F	kimhout@csc.org
83	Ms.	PhignSreyOrn	ENT Nurse (ENT Incharge)	F	orn@csc.org
84	Ms.	Ban Sokkieng	ENT Nurse	F	
85	Ms.	SrunDany	ENT Nurse	F	
86	Ms.	SoeungDany	ENT Nurse	F	
Ophthalmology Department (16)					
87	Mrs.	Bee Sokngin	Manager of Ophthalmology Department	F	sptom@csc.org
88	Mr.	KhunRomanea	Assistant Manager of Oph. Dept	M	romanea@csc.org
89	Dr.	Chhour Long	Ophthalmologist	M	long@csc.org
90	Dr.	Lay ChanDira	Ophthalmologist	M	dira@csc.org
91	Dr.	Tor Remy	Ophthalmologist	M	remy@csc.org
92	Dr.	HengSotheary	Ophthalmologist	F	theary@csc.org
93	Dr.	Po Lindara	Ophthalmologist	M	dara@csc.org
94	Dr.	Or Leakhena	Ophthalmologist	F	leakhena@csc.org
95	Dr.	ChhourYuey	Ophthalmological Trainee	M	yuey@csc.org
96	Dr.	ChhaySombo	Ophthalmological Trainee	M	sombo@csc.org
97	Dr.	LachSopheara	Ophthalmological Trainee	M	yuey@csc.org
98	Dr.	Chan Dara	Ophthalmological Trainee	M	sopheara@csc.org
99	Dr.	Kham Titya	Ophthalmological Trainee	M	chandara@csc.org
100	Dr.	SokVirabot	Ophthalmological Trainee	M	
101	Dr.	SambathVeasna	Ophthalmological Trainee	M	veasna@csc.org
102	Ms.	Kong Chanthy	Ophthometrist	F	chanthy@csc.org
Ophthalmic Nurse Unit (6)					
103	Ms.	NochChanny	Ophthalmic Nurse	F	
104	Ms.	RosSophy	Senior Ophthalmic Nurse	F	
105	Mr.	Sao Moeun	Ophthalmic Nurse	M	
106	Mr.	SemRatha	Ophthalmic Nurse	M	
107	Ms.	ChhornSokny	Ophthalmic Nurse	M	
108	Ms.	Hong Somaly	Ophthalmic Nurse	F	
Ophthalmic Assistant (4)					
109	Ms.	CheangSomphea	Ophthalmic Assistant	F	
110	Ms.	SengRatana	Ophthalmic Assistant	F	
111	Mr.	Kea LyChheang	Ophthalmic Assistant	F	
112	Mr.	CheangTheara	Ophthalmic Assistant	M	
Pharmacy (1)					
113	Ms.	Hak Kim Huong	Pharmacist	F	Huong@csc.org

Administration Department (1)					
114	Mr.	SokMenglong	Administration Manager	M	menglong@csc.org
Bio-Engineering Unit (15)					
115	Mr.	Jesus A. Crus	Head of Engineering Unit	M	jack@csc.org
116	Mr.	Phar Sophon	Bio-Medical Engineer		-
117	Ms.	PhinThearun	Bio-Engineering Officer	M	-
118	Mr.	ButhBuntheoun	Bio-Engineering Officer	M	-
119	Mr.	Saran Ratha	Building Engineer	M	saran@csc.org
120	Mr.	KuySarith	Building Technician	M	-
121	Mr.	Mom Yuvarith	Building Maintenance	M	-
122	Mr.	Les Math	Junior Maintenance	M	-
123	Mr.	Mom Vansa	Junior Maintenance	M	-
124	Mr.	NheanPannha	Junior Maintenance	M	-
125	Ms.	Seam Honglang (Pov)	Cleaner	F	-
126	Ms.	Than Siekngin	Cleaner	F	-
127	Ms.	Lim KornSort	Cleaner	F	-
128	Ms.	ChhengSreyleak	Cleaner	F	-
129	Ms.	OukDany	Cleaner	F	-
Inventory Unit (3)					
130	Mr.	Vong Van	Inventory Officer	M	van@csc.org
131	Mr.	ImPanha	Inventory Officer	M	panha@csc.org
132	Mr.	PhalSothea	Inventory Officer	M	soheap@csc.org
Finance/ Account/ HR Unit (7)					
133	Ms.	ChheongSiengheng	Accountant	F	siengheng@csc.org
134	Ms.	Elizabeth Stanciu	Oversea Accountant	F	beth@csc.org
135	Ms.	SutthikamonTanakrita	Internal Auditor	F	pui@csc.org
136	Ms.	HengSothearan	Head of Finance/Account/HR Unit	F	thearan@csc.org
137	Mr.	HoutChhayKorng	Accountant	M	korng@csc.org
138	Mr.	NeakPanha	Cashier	M	npanha@csc.org
139	Mr.	Thorn Buntheoun	MEC Coordinator	M	Bunthoeun@csc.org
Patient Information Unit (5)					
140	Mr.	SomChanDiman	Head of Patient Information Unit	M	diman@csc.org
141	Mr.	Chan Sameoun	Patient Information Officer	M	-
142	Mr.	SoeurnSovathana	Patient Information Officer	M	-
143	Mr.	Sat Sann	Patient Information Officer	M	sann@csc.org
144	Mr.	Ly SivPy	Patient Registra	M	-
Maintenance/ Cook/ Security Unit (12)					
145	Mr.	SokSary	Head of MCS Unit	M	-
146	Mr.	Men Simen	Maintenance & Driver	M	-
147	Mr.	Deb Dy	Maintenance	M	-
148	Mr.	VaVuthy	Maintenance	M	-
149	Ms.	Chhoun Daly	Cook	F	-
150	Ms.	Noun Sokkhom	Cook	F	-
151	Mrs.	LeavSimorn	Cook	F	-
152	Mrs.	LeavSrey	Cook	F	-
150	Mr.	Doem Da	Driver/ Maintenance/ Security	M	-
151	Mr.	KamRany	Cook & Cleaner	F	-
152	Mrs.	PheourkNy	Agriculture Worker	F	-
153	Mr.	Hok Mao	Agriculture Worker	M	-