



# **CHILDREN'S SURGICAL CENTRE**

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

## **2009 Annual Report**

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## **Annual Report 2009**

### **Children's Surgical Centre**

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Chief Financial Officer	Ms. Kanyapak Reinvetch
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## **Children's Surgical Centre**

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### President's Report

We are very grateful indeed to our esteemed donors who have stood by their commitments and funded us despite cataclysmic financial change over the past two years. This last twelve months has seen some return in stability to the world financial system and order. Upheaval in global markets has a direct impact on our patients, who depend on the grace of our donors to pay the cost of their medical care. With the prospect of financial growth and resumed prosperity looming, I hope we will be able to broaden our donor base and set a path to long term financial security.

Our executive team has settled the need to relocate by securing our current home in Kien Khleang. The prospect of a new building was enticing, but pragmatically expanding and perhaps facelifting our existing space is a better choice, with significantly less operational risk.

It is gratifying to see the easy assimilation of new technology eluded to by our CEO in his report, as it becomes available to our medical staff. The Khmer surgeons, nurses and staff learn rapidly and adapt new techniques and technology to function in a more sparse environment. They are an incredibly resourceful and adaptable group and for this they deserve high honors.

We have had a marked increase in visiting teams teaching new skills to our doctors and nurses as well as doing surgeries unimaginable in Cambodia just a few years ago. Many thanks to our visitors who have given of themselves tirelessly and their gifts that will last a lifetime.

Deeply felt thanks to our donors, supporters, doctors, nurses, support workers, executives and board members who allow us to continue to improve the world, one life at a time.

Mark M Moser MD FRCP

# Chief Executive Officer's Report

## Preamble

Kien Khleang continues to function as the National Rehabilitation Center in the new decade, and we are assured by the Ministry of Social Affairs there are no plans to close or move it as Veterans International Cambodia, AAR-Japan, and Ciomal "localize" their activities and handover. Reportedly, the Ministry plans additional building on the site to expand the number of patients who can be treated at any one time, as facilities in other parts of the country do close. CSC therefore is looking into expanding our currently occupied building, and deferring any plans to move out of Kien Khleang. Land prices have supposedly dropped by about 25% due to the financial crisis, but finding a new site is still a nightmare, and unreasonably expensive.

We have maintained our usual activity levels, in 2009 seeing 11,271 patients in consultation, and doing 4,316 operations, but as mentioned in previous reports, costs have risen in tandem with the costs of living, and in step with the increase in our technology, so that our nominal cost per unit operation has continued to rise. However, we have been very fortunate with fundraising again this year, and must thank our many donors who have allowed us to continue services at similar levels to years gone by, in spite of the financial crisis.

We have continuing stable relations with the government this year. Our MOU with the Ministry of Social Affairs was renewed in early 2008, while those with the Ministries of Health and Foreign Affairs have a few more years to run before renewal is necessary.

## 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:

**Dave and Kerry Rickards**, our sustaining donors

**Messrs. Chris Lenz, Oscar Chow, and Igor's Group** for their valuable fundraising in Hong Kong.

**Vanda Promotions and Mr. Ian Mullane** for fundraising in the White Collar Boxing Events.

**CLSA** in Hong Kong, who have made their first of three annual donations.

**The Henley Group** from Australia

**Singapore Rotary Club**

**Hedda and Franz Lutz** for support to both CSC and CASC.

**Luke Sypkes** who has again supported us from Australia.

**Smile Train** for increased support of our program for Cleft Lip and Palate surgery.

**The Blindness Foundation** and **Dr. Chris Lyon** for ophthalmological supplies.

**SEE International** for ophthalmological supplies and equipment.

**Dr. Mark Moser** in Florida, USA, for donations of cash, equipment, and supplies.

**The many other private donors** who have made cash donations during the year and whose names are too many to mention here.

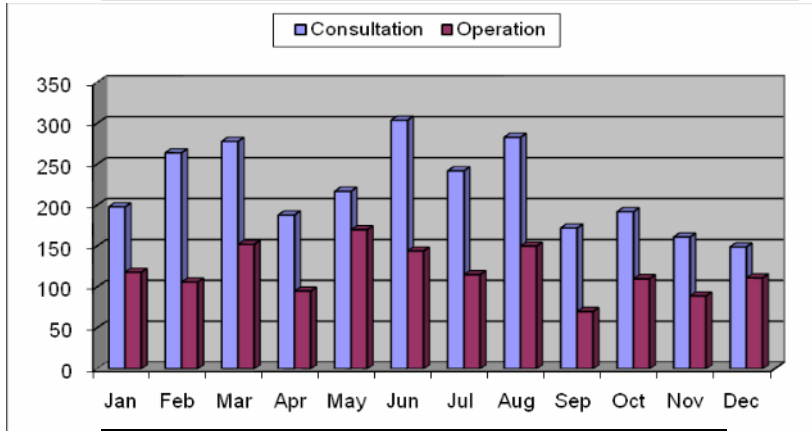
In addition, the Directors would like to thank the local Khmer staff of Children's Surgical Center, for all their hard work in providing such good service during the year to the patients we have treated.

### **Site and Facility Considerations**

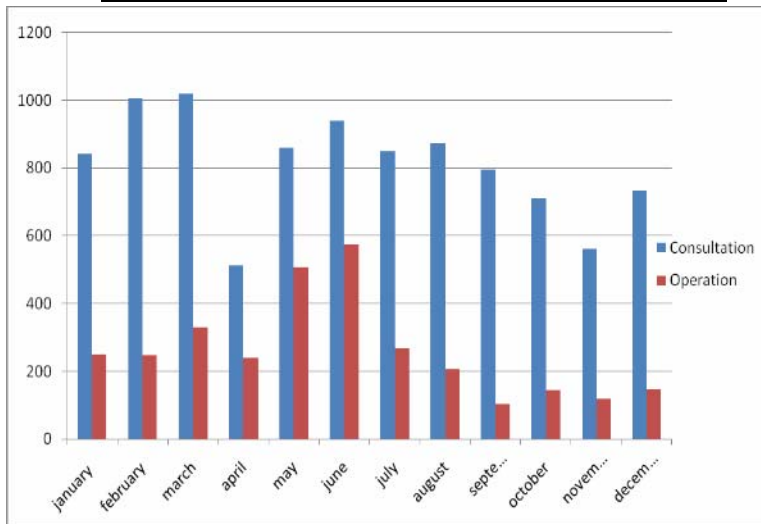
As mentioned in the preamble, the Ministry of Social Affairs says that it will be taking over the organizations in the compound at Kien Khleang who are due to "hand-over" this year, having already been "localized", and will be continuing and expanding some of the buildings. While we do not know in detail how this will affect us, we have had some construction planned, which will be discussed at the board meeting in February 2010, and with appropriate donors, and we will decide whether to expand our physical facilities in Kien Khleang. This will be favorable in that we will not need to move, and so patients will still be easily able to find us near the center of the city, and will save a considerable amount of money, that would be better spent on patient care than on buying a new site and constructing new buildings.

## Numbers of Operations and Consultations

Rehab Consultations and Operations, 2009



Eye Consultations and Operations, 2009



<b>Operations</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Rehabilitation	1,225	994	1,247	1,479	1,430
Eye	1,251	1,474	3,711	3,151	2,836
<b>Total</b>	<b>2,476</b>	<b>2,468</b>	<b>4,958</b>	<b>4,630</b>	<b>4,316</b>

<b>Consultations</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Rehabilitation	2,256	2,100	4,319	3,337	2,648
Eye	4,357	6,995	9,464	10,170	8,623
<b>Total</b>	<b>6,613</b>	<b>9,095</b>	<b>13,783</b>	<b>13,507</b>	<b>11,271</b>

## Scope of Services

This year has seen another slight reduction in the total numbers of operations compared to the previous years, accompanied this year by a slight drop in consultations. Again, we ascribe this to the increased numbers of visiting teams operating in and around Phnom Penh, accompanied by an increase in activity in the Government hospitals. More people can now pay fees, but other visiting specialists complain to us that the fees are rising faster than people are able to pay, and now the numbers of patients utilizing government hospitals is beginning to drop again. Whatever the economics and politics of the provision of medical services on the national level, there remains little doubt that we provide a very significant fall-back provision for those people who either cannot afford government care in the first place, or who exhaust their budget before they are cured of their ailments.

The drop in numbers of consultations and operations in eye surgery was not unexpected, as three of our eye surgeons were abroad for whole or part of the year: Dr. Long in Manila for his 2<sup>nd</sup> year of residency, Dr. Thearith in India doing a 15 month retina fellowship, and Dr. Phanny in Hanoi for three months of oculoplastic surgery. Dr. Pok Thorn left us for a few months, returning to Government service in Calmette Hospital, but then returned to us having been discouraged by his experiences. We have taken on a new eye surgeon, Dr. Moch Kim Hong, who has just returned from medical school and a three year Master's program in ophthalmology in Vietnam. While he is already very knowledgeable, his practical experience of doing surgery is improving quickly in our environment. Fifty percent of our eye surgeries were cataract extractions, so about 1,500 per annum as before, and our doctors can now routinely use the older phaco machine that we were donated a couple of years ago. Our laser program has continued and is picking up as time goes by and people learn we can treat retinopathy, so we treated 254 cases this year. The Optometry program continued, providing 606 people with glasses this year, and we have continued the vision screening in local schools on a weekly basis while school is in session. Our eye visitors this year consisted of Drs. Judy Newman and Chris Lyon, as usual, and we are grateful to them for their continuing support.

225 cleft lip and palate surgeries were performed in the past year, a slight drop from last year, with now a significant preponderance of small babies and lip/palate ratio now approaching 2 to 1, instead of the 10 to 1 we used to see. Speech therapists came again from London and we now have a fairly well established program, with Mr. Samnang seeing all our cleft patients, and even getting some of them free dental care with the program in International University run by Dr. Callum Durward. In spite of acquiring some significant dental donations, we still have not been able to start Orthodontics due to lack of appropriate technical support from qualified orthodontists. SmileTrain has continued to support this cleft-related activity, and supported Drs Yvonne Ying and Bart Stubelitsky for their two week visits.

Mobile Orthopaedic Paediatric Education (MOPED), an American NGO based in Los Angeles, completed their first year of training our doctors in paediatric orthopaedics,



with the visits of nine paediatric orthopedic surgeons during the year, each working with us for two weeks. This has been quite successful, and will continue under the leadership of Dr. Matt Bernstein for 2010. It has expanded on the scoliosis program we had initiated previously, and added many new operations to our repertoire. We have developed a source of affordable orthopaedic implants in India, and that allowed us this year to do a further series of total hip arthroplasties when Dr. Sohrab Gollogly came in September, so now we are confident of continuing with the more routine operations in this field without his input.

The French (twice) and German (once) craniofacial teams came this year, and the MEC program continued, although as Dr. Ngiep gets busier with his outside commitments, we are looking for someone else to train to do this surgery. Drs Ron Hiles, Harry Bafitis and Tim Bartholemew did plastic surgery with us, and Professor Nabil Samman brought two of his fellows from the University of Hong Kong to work with us for a week in June. We have initiated a fistula program and will see how that works out in 2010.

### **Patient Referrals**

“Word of mouth” is by far our best referral source, and even the radio ads for cleft patients, supported by SmileTrain, were not very effective. The outreach activities we have undertaken with the US Military are very productive, we simply deal with whoever turns up looking for care.

### **Outreach Services**

As in previous years, we participated in outreach missions with US Military teams in 2009, by sending doctors, nurses and translators to work with the visiting Americans, but there were only two such missions this year, during which over 14,000 patients were seen, and about 80 were referred for surgery to us in Kien Khleang. Details of these missions have been given in previous annual reports, and so are not repeated here.

### **Equipment Donated and Purchased**

Dr. Mark Moser and Mr Glenn Mills sent us containers full of equipment donated by various organizations and individuals, which were very welcome, and shared with the Australian Military program helping the Military Hospitals in Cambodia.

Dave and Kerry Rickards have again been very generous in donating a portable ultrasound machine to us for use in the field. This is effectively a laptop computer, which can be powered by a car battery, and we find it very useful in Kien Khleang, and are anxious to see it work in the field.

Dr. Jim Drum has worked very hard for us in Australia, and managed to secure donations of endoscopic equipment that we expect to begin to use in 2010, and Karl

Storz in Germany donated a nasopharyngoscope that is already in use and our anaesthetists have appreciated greatly.

Syngenta closed its Phnom Penh office this year, and donated some very welcome modern office furniture; the University of Hong Kong donated some Haemacues for hemoglobin estimation; and Americares made a very significant donation of Factor VIII hemophilia medication to us, which we passed on to the National Paediatric Hospital. Abbott Medical donated a vitrectomy cutter, which has really pleased our eye doctors.

Various private donors have made other significant donations to us this year, and we thank them in general, as some do not want to be named.

### **Visiting Consultants**

This year, the numbers of visitors were about the equivalent of previous years (except for the MOPED program), and most of them have already been mentioned above. The Australian Hand Society came for a couple of weeks again in July and worked with us for some of their time, but the orthopaedic surgeons from Oxford University (the "Oxos") did not come in 2009, as they scheduled their next visit for February 2010.

### **Visiting Students**

We had 21 visiting medical students in 2009, and as we have better learned to use in giving lectures to our staff, they are even more useful to our program.

### **CSC Staff and Conferences**

There were few significant changes in surgical staffing this year: The three eye surgeons receiving international training and the new recruit have been mentioned above, but Dr. Ratha returned from his year at the University of Toulouse in November and has recommenced work with us, although he has been offered another six months orthopaedic training in Grenoble starting in May 2010. Dr Ly has resigned as of December 31<sup>st</sup>, after working with us for nine years, but now his other commitments prevent him continuing. Dr Raksmei replaced Dr. Kompeak as our local Cambodian rotating resident from the surgical training program, and we have had good experiences with both of them.

On the anaesthesia side, we still have three certified anaesthesiologists in addition to Dr. Norin: Drs Theara, and Sothy are still with us, but Dr. Senly went back to his provincial hospital and has been replaced by Dr. Rith who has just returned from France. Dr. Bun Thai comes occasionally, but now has been offered paediatric anaesthesia training in India, and while Dr. Nareth's responsibilities have increased, he says he now has more junior help, and will be working with us more in 2010 than

in the last couple of years. Mr Som, our nurse anaesthetist, continues to work for us part-time, and he has been joined by Mr Han, his colleague at Calmette, as well as by Drs. Sophal and Arth, whom we are training as anaesthetists.

Dr. Tim Pring and his five students from the City University, London returned again for three months of speech therapy, and resumed training one of our staff, Mr Samnang, to monitor the patients in their absence under the supervision of Ms. Alice Smith an American speech therapist who spends most of the year in Cambodia. We would be interested in sending Samnang abroad for further training, which is not available here.

Academically this year, we have again had one or two papers published in surgical journals, and again this year, Smile Train gave scholarships for five of our staff to travel to the Cleft Surgery conference in Taipei, Taiwan in October. The annual "Journées de Chirurgie" took place in-country during November, and we presented four papers on various topics.

A handwritten signature in blue ink, appearing to read "Gollogly", with a long horizontal stroke extending to the right.

**Dr. Jim Gollogly**  
**CEO**

# **Chief Financial Officer's Report**

## **Preamble**

In 2009, we spent \$750,539, about 10% more than in 2008, while our number of operations dropped slightly, from 4,630 in 2008, to 4,316 this year. Most of this spending increase was due to modifications in our accounting processes, as we are currently altering our reporting to the Internal Revenue System in the USA, as discussed below. However, it essentially meant that if we divide the total amount of money spent, by the number of operations performed, we now spend approximately \$175 per operation. This is still a bargain by most standards, but it increases yearly, for reasons that are explained later in this report.

Fundraising, however, was again very successful, and we received a total of \$753,424 in income, so we had a surplus of income over expenses at the end of the year, which was extremely gratifying. Hopefully, we will be able to maintain this in future years.

## **Cost Control**

There are no figures yet available to quantify the increase in the consumer price index (CPI) for 2009, but it seems to have been rising at about 1.5% per month, and hence would be probably about the same 25% as in 2008. We have exceeded our budget by about 1%, so when the figures do become available, our excess will probably be explainable.

## **Financial Viability**

Kadoorie Charitable Foundation (KCF) was our main support until their grant finished in 2008, but now we are currently very well supported by 6 major donors: Ian Mullane's Vanda Promotions, Igor's Group, CLSA, and Dave and Kerry Rickards, Henley Properties and Smile Train, as well as by over 50 other donors, some of whom wish to have their names withheld.

Vanda Promotions, based in Singapore, have continued to support us through their "White Collar Boxing" Events, which now occur in most Asian cities on about a monthly basis. Ian has been an enthusiastic supporter, and once or twice a year has brought around other supports for a visit to us in Kien Khleang. Even though Chris Lenz has now sold Igor's to the Chevalier Group, the new CEO, Oscar Chow, has continued supporting us, although now we will have to share the donations 50/50 with Chevalier's own Hong Kong Charity. In addition, Credit Lyonnais Securities Asia, (CLSA), a leading brokerage house in Hong Kong, initiated substantial annual

donations for the next three years to both us and CASC for which we are most grateful. Finally, Dave and Kerry Rickards have maintained their support, as have the Henley Properties Group also in Australia, and finally, Smile Train has been a great support and is currently looking at expanding their program to cover eye surgery.

### **Role and Influence of Donors**

Again this year, we received encouragement from Smile Train to try to increase the numbers of cleft surgeries, but as in previous years, our numbers are slowly dropping, and this year we dropped about 10% from 247 surgeries in 2008, to 225 surgeries. This is partly due to Smile Train's own activities, as it has commenced programs subsidizing both Dr. Sarom and Dr. Ly doing surgeries in their own clinics so competing with us and the National Paediatric Hospital. In addition, Operation Smile and other cleft missions now travel to the provinces in search of more patients, so perhaps we are approaching a basic rate of about 200 surgeries a year. Other donors have been content with our activities, and have not tried to modify the program as it currently runs.

### **Financial Monitoring**

This year we solicited proposals from three major international auditing firms. The Boards chose to award four year engagements to Price, Waterhouse, Coopers to audit for 2009 through 2012. The audits of the 2009 financial reports have essentially been completed for: Childrens Surgical Centre; Childrens Surgical Center (USA Overseas); and, Cambodian Acid Survivors Charity. Audit results will be submitted to the Boards at the annual general meetings in February 2010.

In addition this year, the Board engaged Michael Benusa, CPA, and the firm "Benusa, Gruber, Maiers & Associates" based Minnesota to be our USA accounting and tax adviser. On his recommendations, several changes have been made to the accounting system, and applications were made to the USA Internal Revenue Service for retroactive designation of both CSC and CASC as 501(c)(3) organizations under USA IRS tax code (CSC-USA already had this status). We have received IRS' approval for CASC, and for CSC the response is pending in their queue of applications. If we receive IRS approval for CSC, then CSC-USA will probably be wound-up so its activities become wrapped into CSC during 2010.

In 2009 we continued strengthening our accounting systems with expertise and QuickBooks software. Our goals are ongoing improvements of our administrative, accounting and IT capabilities all as tools for our primary responsibilities of serving patients and, in Cambodia, building medical capabilities using exemplary skills, internal controls and governance.

## Equipment and Vehicle Replacement


We were very fortunate this year, to receive a donation of used vehicles from the US Military. This donation comprised four Mitsubishi Pajeros, and one Mitsubishi pickup truck, all of which were five years old, and all had about 100,000 km on the clock, except for the pickup that had only 11,000 km recorded and had been little used. As a consequence, we donated two of our oldest vehicles to the NGO “New Hope for Cambodian Children” (NHCC), who were very grateful to receive them, and use them daily. The bus donated to us by Smile Train in 2008, has seen heavy usage on various missions, and been very helpful to us.

Dave and Kerry Rickards donated two lasers for eye surgery during 2008 and they have functioned without any problem. However, we have not been able to repair the two older C-arm X-ray machines donated by General Electric some years ago, and have made a 50% deposit on a new C-arm which we expect to be delivered by February 2010. We have made a similar deposit on a blood fridge, which should be delivered about the same time, and before ABV (Australian Business Volunteer) volunteer, Ms Jan Southey comes again at the end of February to continue our blood bank project. Our old cataract surgery phaco machine which was donated a couple of years ago, is still functioning, but we could well do with a new one, as we still do about 1,500 cataracts per annum.

## Funding Initiatives

As mentioned already, Igor’s Group was a significant fundraiser for us this year and while the Chevalier Group has agreed to continue to support us, it will continue adding a dollar to each drink in the restaurants, but will divide the amount collected, equally between us and their own Hong Kong charity. Mr Oscar Chow, the new CEO, has been very generous in allowing this support to continue, and we look forward to meeting him again, and hopefully to getting him to come and visit us in Cambodia.

In a visit to Hong Kong during the early part of the year, we were met with the representatives of CLSA, who ran their “Chairman’s Fund”. Subsequently, we made proposals to them, and they visited us in Cambodia, resulting in CLSA agreeing to make substantial donations to both CSC and CASC during each of the next three years. At the CLSA investors’ forum in Hong Kong in September, our CEO made a presentation detailing our work in Cambodia, and we hope this might lead to support from further donors.



**Kanyapak Reinvetch**  
**Chief Financial Officer & Administrator**

## Income and Expense Statement

	<u>Jan - Dec '09</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
501 · International Donors	675,273.59	341,876.00	333,397.59	197.52%
502 · Interest Income	1,477.00			
503 · Local Donors	7,022.59	14,085.00	-7,062.41	49.86%
505 · Other Income	102.85			
506 · U.S. Military Mission	11,771.59	4,000.00	7,771.59	294.29%
507 · Cost recovery	6,749.00			
508 · In-Kind Donations (Services)	25,978.17			
509 · In-Kind Donations (Equip/Prop)	24,480.67			
<b>Total Income</b>	<u>752,855.46</u>	<u>359,961.00</u>	<u>392,894.46</u>	<u>209.15%</u>
<b>Expense</b>				
4D100 · Medical Staff Salaries	337,922.51	345,225.00	-7,302.49	97.89%
4D200 · Medical Consumables	140,722.53	117,300.00	23,422.53	119.97%
4D300 · Medical Equipment & Assets	14,378.11	27,000.00	-12,621.89	53.25%
4D400 · Payment for Services (Chenda)	17,420.00	24,768.00	-7,348.00	70.33%
4D500 · Medical Staff Training	16,055.39	4,392.00	11,663.39	365.56%
4D600 · Repairs & Maintenance	36,258.40	35,664.00	594.40	101.67%
4D700 · Utilities	15,841.88	18,774.00	-2,932.12	84.38%
4D800 · Security & Warehouse Rental	10,295.80	7,260.00	3,035.80	141.82%
4I100 · Operating Costs	68,303.42	68,195.00	108.42	100.16%
4I200 · Management Payroll	77,442.69	77,819.00	-376.31	99.52%
4I300 · Office Equipment	3,446.25	15,492.00	-12,045.75	22.25%
4I400 · Professional Fees	12,452.50	3,000.00	9,452.50	415.08%
<b>Total Expense</b>	<u>750,539.48</u>	<u>744,889.00</u>	<u>5,650.48</u>	<u>100.76%</u>
<b>Net Ordinary Income</b>	2,315.98	-384,928.00	387,243.98	-0.6%
<b>Other Income/Expense</b>				
<b>Other Expense</b>				
4I500 · Currency Loss (Gain)	794.85			
<b>Total Other Expense</b>	<u>794.85</u>			
<b>Net Other Income</b>	<u>-794.85</u>	<u>0.00</u>	<u>-794.85</u>	<u>100.0%</u>
<b>Net Income</b>	<u><u>1,521.13</u></u>	<u><u>-384,928.00</u></u>	<u><u>386,449.13</u></u>	<u><u>-0.4%</u></u>

## Balance Sheet

	<u>Dec 31, '09</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
100 · Cambodian Commercial Bank	11,735.79
101 · ANZ Royal	208,456.72
102 · Wells Fargo CSC (4121)	20,189.73
103 · Wells Fargo Sustainability Fund	25,106.75
104 · HSBC HKD (001)	254,399.53
105 · HSBC USD (201)	159,076.50
110 · Cash on Hand	982.68
120 · Petty Cash	<u>150.00</u>
<b>Total Checking/Savings</b>	680,097.70
<b>Other Current Assets</b>	
1997 · Deposits & Pre-Paid	16,733.50
1996 · Invoices	2,206.80
199 · Project Advances	<u>3,888.00</u>
<b>Total Other Current Assets</b>	<u>22,828.30</u>
<b>Total Current Assets</b>	702,926.00
<b>Other Assets</b>	
130 · Advance - Staff Loan	<u>450.00</u>
<b>Total Other Assets</b>	<u>450.00</u>
<b>TOTAL ASSETS</b>	<b><u><u>703,376.00</u></u></b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Other Current Liabilities</b>	
2103 · Pass-Through account	806.80
2102 · Salary Tax Payable	<u>1,117.31</u>
<b>Total Other Current Liabilities</b>	<u>1,924.11</u>
<b>Total Current Liabilities</b>	<u>1,924.11</u>
<b>Total Liabilities</b>	1,924.11
<b>Equity</b>	
3000 · Opening Bal Equity	657,523.04
3900 · Retained Earnings	42,407.72
Net Income	<u>1,521.13</u>
<b>Total Equity</b>	<u>701,451.89</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u><u>703,376.00</u></u></b>



## Staff List 2009

No.	Staffs Name	Nick Name	Position	Phone Number	Email Address
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16	Ms. Ros Sophy	Sophy	Senior Nurse (In charge Post op/Ward)	016-740211	
17	Mr. You Kosal	Kosal	Nurse (O.R.)	012-964358	
18	Mr. Chrin Savoeun	Savoeun	Nurse (Post op/Ward)	012-548893	
19	Ms. Horm Sophal	Sophal	Nurse (Post op/Ward)	012-477058	
20	Mr. You Sokhom	Sokhom	Nurse (Post op/Ward)	012 689344	
21	Mr. Prak Sothea	Sothea	Nurse Assistant (O.R.)	016-419447	
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45	Mr. Prum Rith	Rith	Ophthalmic Nurse Assistant	099-566837	
46	Mr. Sem Ratha	Ratha	Ophthalmic Nurse Assistant	099-594663	
47	Mr. Sy Vantha	Vantha	Ophthalmic Nurse Assistant		

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68	Mr. Dy Lach	Lach	Driver & Maintenance	011 679034	
69	Mr. Ly SivPy	Py	Maintenance	017-691163	
70	Mr. Ly Sokhai	Dan	Driver & Maintenance	012-808769	
71	Mr. Men Simen	Simen	Support Medical Staff	012-813134	
72	Ms. Eam Hong	Hong	Support Medical Staff	092-568113	
73	Ms. Em ChanNarom	Narom	Cook	012-908465	
74	Ms. Leav Simorn	Simon	Cook	092-985083	
75	Ms. Pol Sokhom	Ny	Cook	089-815031	
76	Ms. Noun Sokkhom	Khom	Cook	092-715904	
77	Ms. Thun Seikngin	Ngin	Cleaner	089-844509	
78	Ms. Soun Sokha	Srey Pov	Cleaner	099-748890	
79	Ms. Lim KomSort	Komsort	Cleaner	N/A	
80	Ms. Chap Sotharin	Sotharin	Accom.house cleaner	015-506990	