

CHILDREN'S SURGICAL CENTRE

Rehabilitation surgery for disabled Cambodians
National Rehabilitation Center, Kien Khleang

2013 Annual Report



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Annual Report 2013

Children's Surgical Centre

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Manager of Anaesthesiology Department

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President's Report

2013 has been a year of tremendous growth for Children's Surgical Centre. It has been a year notable for tremendous challenges and significant milestones.

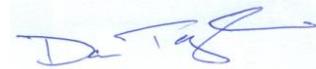
Each year, thousands of parents travel from the far reaches of Cambodia to bring their children to CSC with the hope of a cure for the afflictions that disable them. What they find when they arrive is that the doors are wide open and no one in need and without means is turned away – everyone is seen. Dr. Jim and his management team have built an impressive organization that not only welcomes every family with empathy but also provides the best surgical care in Cambodia.

In 2013 CSC doctors evaluated a record 17,447 patients that resulted in 6,250 operations. Thank you to all our loyal donors and supporters including Vanda Sports Group for the new Vanda Wing officially opened earlier this year that expanded CSC's capacity to meet this surge in patients.

I expect this coming year to bring yet more children to our doors and, in turn, greater demands on our physical and financial resources. To the extent you can help us identify additional sources of funds to support CSC's mission of improving the lives of Cambodia's poor through free surgery, I can assure you those patients and their families would be most grateful.

I wish you and your families a prosperous and healthy 2014!

Warm regards,



Daniel Tagliere
Board President
Children's Surgical Centre

Preamble

In spite of the fire in February 2013, CSC has had a good year with the establishment of an ENT department, and more patients than ever being treated.

The new “Vanda Extension” was formally opened by Lt General Hun Manet, on January 18th 2013 at the time of the Board Meeting, and has proven to be a very much appreciated addition to our facilities, expanding our functional area from about 700 to 2,000 sq m. We now have a much better administration office, library and conference room on the top floor, a much expanded ophthalmology department and operating rooms on the middle floor, and a roomy consultation room and Xray department on the ground floor, as well as 2 new wards, a laboratory, and an inventory room. This has all made life much better for the patients, staff and visitors, and the landscaping in the courtyard has added a lovely garden in which the children can play, and patients can sit around.

Only a couple of weeks after the inauguration of this building, however, on the evening of 2nd February an electrical fire broke out in another building of the compound which the Ministry had allowed us to use, and the whole structure burned down in spite of 10 fire-engines turning up. At the time, we were occupying about 90% of the building, which housed our physical therapy department, biomedical workshop, and medical stores, while the Ministry, over our objections, had allowed a husband and wife to live in 2 rooms. Luckily, no-one was killed or injured, but nothing was saved, and our best estimate was that we had lost about \$300,000 worth of equipment. Fortunately, we had been paying fire-insurance for over a decade, and after the expected hassle with the insurance company, we did receive a payout of \$75,000 which represented the policy limits, as we had not increased the value of the insurance due to difficulties in pricing the stores to the satisfaction of the auditors.

We subsequently received 3 offers of assistance to replace the building, but none of them came through, until DAK foundation made a very substantial cash donation to allow us to set up an ENT department and to help with replacing the building. The ENT department was promptly started with the recruitment of a young ENT doctor. Permission to rebuild was eventually forthcoming from the Ministry, but with several demands that were onerous, and needed more funding. In the light of the recent elections and political instability in Cambodia, the change of Minister, and the lack so far of further pecuniary assistance, we have not yet made a firm decision to commence replacement.

Nevertheless, this has been a very productive year, with record numbers of patients coming for consultation and receiving operations. New donors have visited and promised assistance, more visiting surgeons and anaesthetists have come to work and teach our Khmer staff, and the staff itself has grown in numbers and in qualifications.

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:

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, the DAK foundation, for their ongoing financial support.
CLSA in Hong Kong, for continuing support.
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.
Nigel Bacon and Linda Kwan for their support.
Smile Train for continued support of our Cleft Lip and Palate surgical program.
Watsi for its inaugural crowdfunding donations throughout the year.
Zenith Media/Facebook/Stephen Dolan for much appreciated donations.
David Grosse and Andy Reynolds; and **Chris Snell** for ‘Racing the Planet’
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 Centre, for all their hard work in providing such good service during the year to the patients we have treated.

Site and Facility Considerations

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. Route 6A has been widened, (allowing the traffic to travel at much faster speeds and increasing the chance of one of our vehicles being involved in a high speed collision as we exit the compound), and the new Chinese bridge over the Tonle Sap will soon parallel the Japanese bridge. Other organisations in the compound are seeing their activity decline as their funding dries up, but we have not been offered the use of any more vacant space. Frequent electricity cuts are a significant hazard to our electronic equipment, even though we have had recent donations of a new 100kVa and an older 40kVa generator, because the rapid fluctuations in current burn out the power-boards on many of our machines, and we cannot always get them fixed. The flooding problem was not so bad this year, as we are now in charge of the pumps, and have them in working condition most of the rainy season. Good quality water is now available from the Phnom Penh Water Supply and has alleviated some of our water worries.

Numbers of Operations and Consultations

| Operations | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
|-----------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Rehabilitation | 1,479 | 1,430 | 1,487 | 1,491 | 1,540 | 1,334 |
| Eye | 3,151 | 2,836 | 2,213 | 2,080 | 3,424 | 4,916 |
| Total | 4,630 | 4,266 | 3,700 | 3,571 | 4,964 | 6,250 |

| Consultations | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
|-----------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Rehabilitation | 3,337 | 2,648 | 2,631 | 2,429 | 1,960 | 5,809 |
| Eye | 10,170 | 8,623 | 9,873 | 9,411 | 8,108 | 11,638 |
| Total | 13,507 | 11,271 | 12,504 | 11,840 | 10,068 | 17,447 |

Scope of Services

As can be seen from the numbers of operations above, the eye surgeons have had their busiest year ever. We currently have 6 full time eye doctors, 2 of whom, Drs Long and Roo, have completed their training some years ago, and are the seniors. The four more junior surgeons, Dira, Sopheak, Sitha and Panha can all do eye surgery, but need more training to expand their skill levels, and the 2 residents usually rotating to us from the local ophthalmology residency are generally only in their 2nd or 3rd year of training. Dr Thearith has left and returned to his government job in the Russian Hospital, and Dr Pok Thorn occasionally comes to help us out with difficult cases, or when we are short of manpower. The nurses are now much more efficient, after their training in Thailand. Ms Chanthy has become our optometrist, and hopefully will get 6 months of training in Orthoptics in India during 2014, and Ms Samphoas Thom has taken her place as our head ophthalmic nurse. Dr Long is our only vitreo-retinal surgeon now, and is continuing to treat the diabetic and hypertensive retinopathy patients from MoPoTsyo, and Dr Roo is building up the paediatric eye service with the help of Ms Chanthy.

Rehabilitation surgery has continued to expand, now with the important addition of Ear Nose and Throat services. Although our ENT surgeons are not yet very experienced, and their operative scope is somewhat limited, we await the arrival of the first ENT fellow from London in July 2014, when we expect to dramatically increase the range and numbers of operations. Cleft surgery has continued at the rate of “a cleft a day”, and we now have 3 surgeons who each do over 50 cleft operations a year, well supported by Smile Train. The local Phnom Penh Rotary Club became fascinated with the problem of Meningoencephalocoeles (“MECs”), and has made them into its “signature program”. Members are now out in the provinces hunting for patients, and are quite successful, so our numbers of MEC operations are increasing, and both Prof Ngiep and Dr Ratha can now do those surgeries, although some of the more difficult facial reconstructions are left for the Toulouse team. Hip replacements are now routine and no longer need expatriate surgeons, but we still need more teaching on the difficult spinal cases that seek our help.

Patient Referrals

Not too much has changed in regard to referrals: mostly it is by word of mouth, among relatives and friends, 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. We do still use radio advertising on occasion, but TV advertising is not worth the expense, and whenever we do use either of these modes, many patients turn up with conditions far different from what we expected. The local Phnom Penh Rotary club now is a source of referrals of MECs, as mentioned above.

Outreach Services

Following the request of a senior member of the Government, we did quite a lot of eye outreach before the election in the province of Kandal, when we saw 2,100 patients in consultation, resulting in 300 of them actually coming to CSC and receiving operations. Similarly, on a request from a previous member of the CSC board, Bill Oung, we helped with an optometry mission from Seattle to its sister city Sihanoukville, when our team saw about 1,600 patients and we subsequently did operations on 114 of them.

Equipment Donated and Purchased

This year we did not purchase or receive any big-ticket items, but we did get some ophthalmology machines from Canada, Seattle and Germany, and we also got many donations of supplies and smaller pieces of equipment from many donors. From Osteomed, Malaysia, we received a very nice array of discontinued orthopaedic equipment, mainly consisting of intramedullary nails, which will come in very useful

in the future. From Facebook in Singapore, through the good auspices of Mr Stephen Dolan, we received more than a dozen laptop computers, which have been put to great use by having our doctors input the results of their assessments of new patients directly into the electronic medical system.

Visiting Consultants

In 2013, the numbers of visiting expatriate experts were about the equivalent of previous years, but we saw some new faces. Drs Raj, Suheal and Wee Lam came a couple of times as a hand-surgery team from the UK/Singapore, and Dr Greg O'Toole spent a week with us and then in December, when they put on our first micro-neurosurgical workshop. Dr Robert Siorpaes visited as a total joint surgeon, in January, just after Dr Bob Aptekar, and Dr Ron Hiles came in the spring, on his usual visit, while the Australian hand surgeons and Dr Neil Jones did the same in the summer. Dr Kevin Winkle came twice, and Dr Stuart Cook once, so the eye doctors had some good visitors, in addition to having Dr Senem for a month teaching especially in paediatric ophthalmology. Drs Brian Moore and Mark Moser helped out again with organizing anaesthesia; and Dr Masa added his efforts to those of the Toulouse team in doing maxillo-facial surgery. The Dresden team made an appointment to come, but had to cancel it at the last minute, due to the pressure of work in Germany. ENT had its first expatriate surgeon with a visit from Dr Jennifer Garza of Monterey, CA, but it should have more next year, when the fellow from the Royal ENT hospital in London, Dr Charlie Huins, starts in July for a year, and the French and American ENT teams that have been accustomed to working elsewhere in Phnom Penh, plan to relocate to work with CSC.

Dr Saqib Noor was a great help in orthopaedics from February to August, as the fellow following Dr Jim Aird: both had a great time while here, and learned, taught and accomplished many things. The next orthopaedic fellow, Dr Tom Mendez da Costa, will not get here until February 2014 to spend a similar 6 months with us, so it seems at the moment, that we will only have an orthopaedic fellow for 6 months out of the year.

Visiting Students

We had 34 visiting medical students in 2013, roughly the same number as in recent years. The Universities of Alaska and Hong Kong now provide a steady stream of students in the summer, and the rest come on referrals from previous student visitors, or by having found us on the Internet. The students have universally been very enthusiastic about the experience they have gained in being with us, and they have certainly added to the color of the work-day.

CSC Staff and Conferences

Dr Sarandy has been our Khmer surgical resident for the whole year, and has even applied to continue for most of 2014 until he goes to France. We have taken on a couple more junior doctors, Dr Davy as the ENT surgeon, and Dr Sros as an anaesthesia trainee, but otherwise the surgical staffing has remained constant since the beginning of the year, apart from 2 ophthalmic residents rotating through our ophthalmic department for about 2 or 3 months at a time. Mr Sam Tuck has begun work with us as a radiographer, funded by Dave and Kerry Rickards, and he has been a big help in training our Xray technicians, especially after the accidental death of Pech Pov.

Academically this year, we have again had even more papers published in surgical journals due to Dr Saqib's heroic efforts. The annual "Journées de Chirurgie" took place in Phnom Penh during November, and we presented another 4 papers on various topics. Smile Train gave 3 scholarships for our staff to travel to the Cleft Surgery conference in Hanoi in October so Drs Ratha and Sokleng, as well as Mr Samnang, appreciated the opportunities and experience. Dr Ratha was also invited to visit Dr Robert Siorpaes' hospital in Austria, so he had a nice month of skiing and assisting in total joint operations. Dr Panha got another 3 months of plastic surgery training in Korea, returning just as Dr Sothea left for an equivalent period of training in ENT also in Korea.



Dr. Jim Gollogly
CEO

Chief Financial Officer's Report

Income.

We had a **total Income of \$1,537,656 in 2013.**

The following 54 donors, giving more than \$1,000 each, made up USD1,381,792 of this sum:

DAK Foundation (Dave & Kerry Rickards) \$223,753
CLSA \$165,145
Dr. Mark Moser \$113,979
Vanda Sports Group and WWCBA (Ian Mullane) \$105,139
Kadoorie Charitable Foundation \$74,600
Watsi \$56,975
Charles Monat \$50,000
Smile Train \$45,600
Zenith Media (Stephen Dolan) \$40,000
Pink Umbrella (Sue O'Neil) \$27,198
UNFPA \$26,412
Nigel Bacon and Linda Kwan \$25,780
ANZ-Royal Bank (Cambodia) \$15,000
WonderWork, Inc. \$10,000
Elsevier, Singapore Pte. Ltd. \$7,922
Smiling Gecko/GAM \$5,700
E.Lafayette & Etiennette Quirin Fdn Inc. \$5,000
Barry Hoy \$5,000
Steiner Books (Gene Gollogly) \$5,000
Anonymous in support of Liliana Silva's White Collar Boxing
Shine Training Ltd. (Andy Clark) \$4,092
Tracy and Patrick Blair \$4,000
Gregg Steinhauser \$4,000
Nick Gall \$3,000
Joseph Wetherell \$3,000
David Cotterchio \$3,000
Angela Annabel Herde \$2,000
Women's International Group Phnom Penh (WIG) \$2,000
Martin Bradley \$1,610
Martin Keeble \$1,600

Jemma Hooykaas \$1,590
H&M Cambodia \$1,572
Kevin Laurie Laxon \$1,518
Hyder Ahmad \$1,500
Lutz & Hedda Franz \$1,500
T. Rajah \$1,500
Cecillia Ruru \$1,360
Lily Cheung \$1,289
Patrick Van Geyzel Kelaart \$1,150
David Enticknap \$1,100
Patrick Lawler \$1,031
Edmund Bradley \$1,030
James Laurie Young \$1,002
Geoffrey Colin Trevor \$1,000
Michael Chambers \$1,000
Andy Maynard \$1,000
Susan Chan \$1,000
Robert Levine \$1,000
Jeffry Baum \$1,000
Peta Kelly \$1,000
John Geoghegan \$1,000
Matt Littlefield \$1,000
Kevin Winkle \$1,000
Sharon Grosse \$1,000

We are very grateful to everyone for their support, including the other 1,111 donors who made up the rest of the total, together with various Income such as:

Interest & Dividends \$2,877
Pharmacy \$19,673
Fire Insurance Claim \$75,000
Morgan Stanley \$49,996 (Unrealised).

Expenses.

Expenditures this year were **\$1,478,312**

1. CSC's direct expenses of \$1,295,510 were due to the following items:

- Medical Staff Salaries \$552,996
- Other Assets & Depreciation \$211,957
- Medical Consumables \$193,817
- Operating Costs \$133,997
- Management & Admin. Salaries \$64,993

- Repairs and Maintenance \$59,337
- Utilities \$29,541
- Staff Training \$16,463

- Pharmacy Expense \$14,938
 - Surgical Expenses to Chenda \$11,980
 - Security & Cleaning of Kien Khleang \$5,491
2. In addition, our partners received grants of \$182,802:
1. Australian Cambodian Foundation (ACF) \$87,800
 2. CamKids \$95,002

Assets in 2013 (totally \$1,510,409) were represented by ;

1. 8 Bank Accounts totaling \$515,959
2. 4 PayPal Accounts held \$90,567
3. Equity Investments (Morgan Stanley) \$501,811
4. Other current assets (cash on hand, petty cash, A/Cs receivable, advances, pre-paid) \$25,223
5. Equipment and Property (New Building and Medical Equipment) \$376,849

The details of all these can be seen in CSC's Statement of Income and Expenses 2013, as compared with 2012 financial reports.

Cost Control

We were over Budget on the following items:

1. Operating Costs were over budget by \$12,997, due mainly to returning unused funding from year 2012, (\$13,138) back to the UNFPA/Fistula Program.
2. Medical Consumables for patients were \$11,417 over budget this year as we had more patients this year and increased expenses.
3. Repair & Maintenance costs were over budget by \$11,337 as a result of the fire in Feb. 2013, entailing unexpected costs such as the renovation of the Bio-engineering Unit and buying new medical equipment for the Physiotherapy Unit

In spite of significant increases in operations/consultations, from 4,964/10,068 in 2012, to 6,250/17,447 in 2013, our overheads are over budget only by \$40,752. We are saving money by ordering cheaper eye supplies from Aurolab/India (via Battambang Ophthalmic Care (BOC)) this year, instead of buying from Fred Hollows Foundation via Angdoug Hospital as in the past.

Role and Influence of Donors

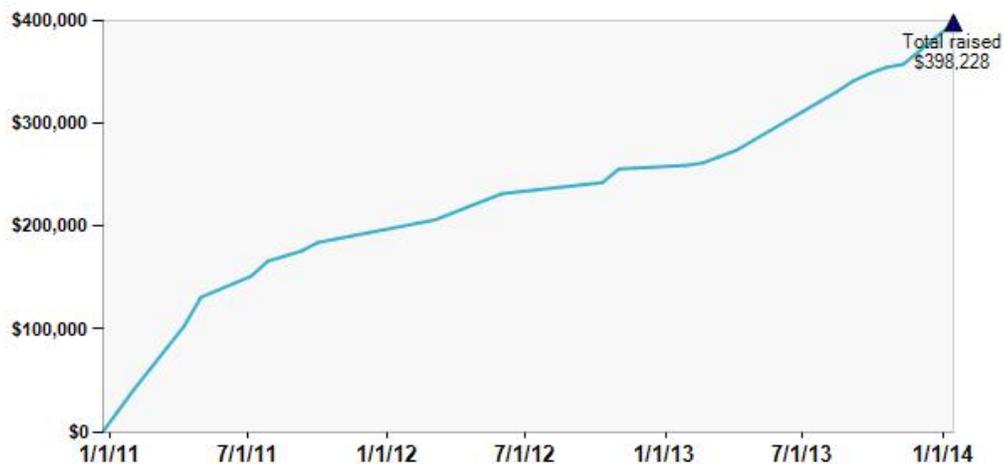
Maintaining the relationships with our on-going donors has brought in 73% of the support we had in 2013. All the donors seem very happy with our activities, and

while we have had some suggestions for expanding the types of patients we can treat, we have managed to remain focused on what we do best, and have only taken on 1 new program, ENT, which could become a major cost in the next few years

Funding Initiatives

Since Ian Mullane encouraged his ‘white collar boxers’ to raise funds for us prior to their fights, we have received about \$110,000 through online donations, mostly coming from individual fundraising pages created by the boxers on FirstGiving. We also got about \$30,000 from donors in response to the Racing the Planet events done by David Grosse, Andy Reynolds and Chris Snell via FirstGiving.

Donations to CSC via FirstGiving continue to rise each year as reflected here:



Financial Viability

In 2013, we have continued to receive wonderful support from our major donors as mentioned in the paragraphs above, and this is very encouraging for the future.

Watsi stepped in this year as a new donor through the mediation of Emma Levy and we received \$52,075 to support various surgeries on a case by case basis, and we hope to continue on with this program, which is similar to Smiletrain.

Committed Funding for 2014 includes Dave & Kerry Rickards of DAK Foundation promising \$200,000 per year in 2013-2015. CLSA has committed \$498,665 over the years 2012-2014 and this will be last year of their funding cycles, providing \$189,916 in 2014. Ian Mullane, of Vanda Sports Group, has promised to make CSC their Charity of the year in 2014 again. UNFPA promises up to \$30,000 for the continuation of our Fistula Program. Smile Train still gives us \$250 per cleft case and surgeries are still being funded on Watsi.org. Estimated committed donations for year 2014 are around \$750,000.

Financial Monitoring

We will be audited by Price Waterhouse Coopers (PWC) for 2013 in February 2014, and the Board chose to continue with them for our new 4 year (2014-2017) Auditing contract.

In the meanwhile, "The Draft CSC 2013 Statement of Income and Expenditures" is attached to this report.

Equipment and Vehicle Replacement

In 2013, we received a donation of a 100kva Generator from the Rotary Club of Phnom Penh, and a 40kva generator from the Australian Embassy, and we are now looking for a maintenance contract for these machines.

We bought a new Fundus Camera (\$9,500) for the Eye Department, and our maintenance contract with Carl Zeiss Ptd. Ltd., Singapore cost \$10,072 to maintain the Retina Eye Equipment which we bought in 2011. Two Chinese technicians had to come from China to fix our C-Arm X-ray Machine that burned out the powerboard due to the electrical surges of current we experience here in Kien Khleang. The rest of our other medical and non-medical equipment has been fixed by Jack and his team in the Bio-Engineering Unit.



Kanyapak Reinvetch
Chief Financial Officer & Administrator

Children's Surgical Centre
Profit & Loss
January through December 2013

| | Before PWC 2013 US\$ | Audited Bal. 2012 US\$ |
|--|----------------------------|------------------------------|
| Income | | |
| Income from donors | 1,267,813 | 1,029,371 |
| In-kind donations | 113,979 | 72,574 |
| Interest income | 2,877 | 13,688 |
| Pharmacy Income | 19,673 | |
| Insurance Income | 75,000 | |
| Other income | 58,314 | 32,789 |
| | <u>1,537,656</u> | <u>1,148,423</u> |
| Expense | | |
| Staff salaries | 617,989 | 574,180 |
| Grant to NGOs | 182,802 | 197,748 |
| Medical consumables | 193,817 | 178,576 |
| Operating costs | 124,082 | 112,405 |
| Depreciation | 169,013 | 80,909 |
| Medical equipment | 42,944 | 47,908 |
| Repairs and maintenance | 59,337 | 42,113 |
| Utilities | 29,541 | 26,981 |
| Payment for services | 11,980 | 18,485 |
| Professional fees | 7,325 | 14,721 |
| Training for medical staff | 16,489 | 8,891 |
| Security and warehouse rental | 5,491 | 7,986 |
| Office equipment | 2,565 | 201 |
| Pharmacy Expenses | 14,938 | - |
| | <u>1,478,312</u> | <u>1,311,104</u> |
| SURPLUS OF INCOME AND EXPENDITURES | 59,343 | (162,681) |
| FUND BALANCE, BEGINNING OF THE YEAR | <u>1,447,475</u> | <u>1,610,156</u> |
| FUND BALANCE, END OF THE YEAR | <u>1,506,818</u> | <u>1,447,475</u> |
| Represented by: | | |
| Deposits and prepayments | 5,965 | 5,965 |
| Advances and other receivables | 12,271 | 6,859 |
| Cash and cash equivalents | 613,513 | 568,688 |
| Property and equipment | 376,849 | 532,111 |
| Publically traded equity | 501,811 | 335,432 |
| Accrued tax liabilities and other payables | (3,590) | (1,580) |
| | <u>1,506,819</u> | <u>1,447,475</u> |

Children's Surgical Centre (CSC) Staff List 2013

| No. | Staff Name | Nick Name | Position | Phone # | Email Address |
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| 25 | Ms. Orn Muy Eng | Muy Eng | Junior Nurse (Post Op.) | 070 86 40 01 | |
| 26 | Mr. Chan Maraka | Makara | Junior Nurse (Instrument) | 097 998 9126 | |
| 27 | Ms. Heng Davy | Davy | Junior Nurse | 087 707 870 | |
| 28 | Mr. Hai Sokban | Sokban | Junior Nurse (OR) | 016 266 150 | |
| 29 | Mr. Chhuon Sopheak | Sopheak | Junior Nurse (Dressing) | 097 717 4756 | |
| 30 | Ms. Phign Srey Orn | Srey Orn | Junior Nurse (OR) | 010 579 377 | |
| 31 | Ms. Phon Sokleng | Sokleng | Junior Nurse (OR) | 070 634 996 | |
| 32 | Mr. Srei Rethi | Rethi | Junior Nurse (Patient follow up) | 016 546 484 | |
| 33 | Mr. Ear Samath | Samath | Junior Nurse (OR) | 097 833 0073 | |
| 34 | Ms. Phal Sopheak | Sopheak | Junior Nurse (OR) | 093 596 988 | |
| 35 | Ms. Eam Hong | Hong | Support Medical Staff | 097 744 2267 | |
| 36 | Mr. Ly Sokhai | Dan | Support Medical Staff | 012 808 769 | |
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| 37 | Mr. Nay Sok | Sok | Xray Technician | N/A | |
| 38 | Mr. Sbaung Khema | Khema | Patient Registra | 010 323 159 | |
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| 106 | Mr. Men Simen | Simen | Maintenance & Driver | 012 813 134 | |
| 107 | Mr. Deb Dy | Dy | Maintenance | 097 985 0755 | |
| 108 | Mr. Nan Tak | Tak | Janitor | 097 6391 564 | |
| 109 | Mr. Chhoun Rachna | Rachna | Maintenance | 010 414 064 | |
| 110 | Mr. Chhom Theang | Puth | Maintenance & Driver | 085 499 439 | |
| 111 | Ms. Chhoun Daly | Daly | Cook | 012 378 106 | |
| 112 | Ms. Pol Sokhom | Sokhom | Cook | 089 815 031 | |
| 113 | Ms. Noun Sokkhom | Khom | Cook | 070 754 758 | |
| 114 | Ms. Leav Simorn | Simorn | Cook | 092 985 083 | |
| 115 | Ms. Soun Sokha | Srey Pov | Cleaner | 097 696 8017 | |
| 116 | Ms. Thun Seikngin | Seikngin | Cleaner | 070 449 390 | |
| 117 | Ms. Lim KomSort | KomSort | Cleaner | 097 984 9222 | |
| 118 | Ms. Yem Srey Leoung | Srey Leung | Cleaner | 088 765 4191 | |
| 119 | Ms. Uk Dany | Srey Sor | Cleaner | 011 876 157 | |