



CHILDREN'S SURGICAL CENTRE

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



2018 Annual Report

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Annual Report 2018

Children's Surgical Centre

Chief Executive Officer

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Chief Financial Officer

Mrs. Kanyapak Reinvetch

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Manager of Anesthesiology Department

Mr. Kong Kop

Manager of Ophthalmology Department

Mrs. Bee Sokngin

Manager of ENT Department

Dr. Touch Davy

Manager of Administration Department

Mr. Sok Menglong

President's Report

CSC had another banner year in 2018. The ENT program has continued to grow and gain expertise. The reconstructive surgeons have learned new cutting edge techniques such as nerve repair and free flap surgery, and incorporated them into practice. The eye department has continued to see the bulk of the patient load while giving the trainee surgeons the experience they need. We have continued to benefit from the many volunteer surgeons, nurses and other health care professionals that share their time and knowledge with us, for which we are very grateful.

Looking out to 2019, we have new and existential challenges with the likelihood of having to relocate this year. If this comes to pass, we will need every bit of support that our generous donors can muster in order to allow us to continue to change the lives of our patients, most of whom had little hope of ever getting better without CSC.

Thank you all for your continued support and here is to looking forward to a good year.

Dr. Mark Moser
Board President
Children's Surgical Centre

Chief Executive Officer's Report

Preamble

Phnom Penh is booming: there are cranes on the skyline whichever way one turns, and high-rise buildings are sprouting up like mushrooms after rain. The economists say it is all due to the river-full of money coming from China as investment, with many of the highrise condos not being available for sale to locals, as they are already sold to Chinese people. In fact, Sihanoukville now has the reputation of being a “Chinese town” where Khmer people do not want to go, and whence most of the westerners have left to find a more comfortable retirement where they do not have to speak Chinese.

We remodeled our Operating Rooms in 2016, and got started and spent \$12,000 on further remodeling of the surgical facilities in the latter part of this year, before stopping when we found out that the Kien Khleang compound has been sold to the “Chinese Motor Company”. As usual in these situations, the buyer must provide equivalent facilities at another site. The location of our new site, if we choose to take it, will be outside the Phnom Penh city limits, another 22km along Route 6A, so putting us 25km from Wat Phnom, the city center, instead of 4 Km as we are now. We have not yet been told the exact location of the new site, but are very disappointed with the proposed move, to say the least. Needless to say, we are earnestly looking for alternatives.

In lockstep with this development, is a proliferation of medical clinics in Phnom Penh, with seemingly every Khmer doctor setting up his own little “cabinet” in his house, and plenty of entrepreneurs, both local and expatriate, setting up bigger and better medical facilities. CSC now has experienced the impact of this with a 40% increase in patient consultations compared with last year, but a 2% drop in the numbers of surgeries, which is an unexpected juxtaposition, and not readily explicable.

The new online scheduling system invented by Dr Saqib has been a big help in keeping things going smoothly and we are awaiting his return, hopefully before the end of 2019, to expand it. Dr Linghong Lee has been our Kadoorie Orthopaedic Fellow for the last 6 months, and has been a workhorse and teacher in the orthopaedicpaediatric field, supplemented with his wife, Dr Naomi Ting for 3 months as an anaesthetist. It has been a pleasure and a relief to have them work with us. There were no Fellows in ENT or Ophthalmology in 2018, but previous fellows such as Charlie Huins (ENT), and Greg Fincham (Eyes) did come back to check on their trainees and legacies, and were well satisfied with the progress. In addition, our previous Stakeholder Relations Officer (SRO), Hannah Callas has returned as a Fullbright Fellow for a year, while she awaits entrance to medical school, and has been working on her project besides teaching English to our senior surgeons. Christine Jacobsson has been this year's SRO and fulfilled the job admirably, but she will be succeeded in January by a former Peace Corps volunteer in Cambodia, Lindsay Bownik, who is a colleague and friend of Evalynn Romano, one of our previous SROs. So it seems that the SRO position for a year, has developed a life of its own, in giving opportunity and vision to the holders.

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 crowd-funding donations which have been our biggest support this year.

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

Dreyfus Charitable Foundation for further support this year in the use of Dilantin.

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

Peter Bennett Foundation for the final installment of their grant.

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

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

Lutz and Hedda Franz Charitable Trust very kindly continued to support our artificial joint program.

Vision Beyond Australia also supported our cataract program again.

The Church of Latter Day Saints once again gave us a very nice donation of equipment to be used primarily by the eye department.

Nick Gall continued to support us, and we are very grateful to him.

David Gross did the 250km 4 Deserts Race in Antarctica this year, and again raised money for CSC, so we hope he is now drinking beer again in 2019.

FABBAs supported us from Hong Kong, as they have done before.

The **Wills Eye Hospital** in Philadelphia donated another microscope to us, in addition to the Infinity phaco units last year.

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

In 2010, when we planned the Vanda Wing, the Minister of Social Affairs signed to say we could use the site for 10 years, so we spent \$400,000 in construction, finishing in 2012. In mid-2017, a rumor arose that the Ministry of Social Affairs had sold the Kien Khleang National Rehabilitation Compound to a Chinese company, just as we had finished refurbishing our operating rooms: a major upgrade costing about \$30,000. That rumor proved to be false. Now, however, having spent \$12,000 on further refurbishing the operating instrument rooms, we have seen a letter confirming such a sale has happened in September 2018, and moving all the occupants of the compound will depend on when the Chinese will have prepared a replacement site for us. We have no idea how long this will

take, but probably will be lucky if we manage to spend most of 2019 in our present position. If we do move to the proposed new site, many of our staff will be unwilling to make the extra journey, and a vast majority of our patients will not be able to find us, so our activity will be seriously affected.

Numbers of Operations and Consultations

Operations	2012	2013	2014	2015	2016	2017	2018
Rehabilitation	1,540	1,334	1,556	1,242	1,323	1,426	1,356
Eye	3,425	4,816	3,634	2,990	3,139	2,383	2,271
ENT			160	232	244	209	294
Total	4,965	6,150	5,190	4,464	4,706	4,018	3,921

Consultations	2012	2013	2014	2015	2016	2017	2018
Rehabilitation	1,960	5,809	7,121	8,070	5,235	5,552	5,824
Eye	8,108	11,638	13,268	12,582	12,499	14,627	22,767
ENT			3,121	3,931	4,824	5,139	6,611
Total	10,068	17,447	20,389	24,583	22,558	25,318	35,202

Scope of Services

The eye department has been the busiest service again in 2018, with an increase in consultations from 14,000 to 22,000 but a small decrease in the number of operations. We have been encouraging our ophthalmic nurses to perform some simple procedures, which takes significant teaching time, and our junior doctors have not yet had a lot of experience, so perhaps this explains why less operations were done than in previous years but we do expect increased productivity in the future. Drs Long, Dira, Leaphy, and Bun Seng have continued to teach Drs Vathana, Sakada, and Sambath, and all the doctors have contributed to increasing the skills of the eye nurses.

The ENT surgeons have had a few expatriate visitors who are encouraging them to expand their repertoire but in spite of a few promises, we still lack a fellow for 6 months or more to provide more concentrated training. We do however have a promise from Dr Gerry O'Donoghue, an Otology Professor from the University of Nottingham, that he will come for a month or so in 2019, and that will be much better than the visits of the other expatriates, who usually can only stay for a week. The University of Melbourne team has continued to help develop our audiology services and together with our trainee audiologists, are providing a very useful service to the community.

We started to train some of our nurses to be nurse anaesthetists in January 2015, and now, 4 years later, have come to rely on them as our doctor anaesthetists are getting older, sicker and less capable of providing the services we need. There is great difficulty in getting full-time doctor anaesthetists in the country, as not so many have been trained, and with the proliferation of medical clinics, new anaesthesiologists can make quite a lot of money in private practice, getting paid on a case by case basis.

On the rehabilitation surgery side, the Brachial Plexus Injury project is going well with 50 cases done this year, and we are now capable of independently treating most of these problems. Prof Ken Cheung has continued to visit from the University of Hong Kong, along with other spinal surgeons, so our spine surgery has continued to develop with 23 scoliosis operations, and 42 other spinal surgeries. Cleft surgery showed about the same level of activity as last year, with a total of 157 operations: and the numbers of MEC surgeries (24) this year also was similar to last year. The major development this year has probably been in our ability to do free flaps (8): usually together with a visitor of the requisite skill, but also now on our own, which is a major accomplishment.

Patient Referrals

Patients are referred to us mostly by word of mouth, from relatives, friends, previous patients, 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 have seen no real change in these parameters.

Outreach Services

Just as last year, no outreach surgeries have been done this year, as the roads are much better, and public and private transportation services have improved so much, so we let the patients come to us and operate only in Kien Khleang.

Equipment Donated and Purchased

We spent \$1,600 each this year in buying 2 20ft containers to store equipment, rather than construct a new building, and were very lucky to be able to replace all our worn-out drill sets with 4 newly refurbished sets from Stryker, who had been supplying such equipment to missionary teams from the USA for \$1,000 per set. No other significant medical equipment purchases were made in 2018.

On the donation side, an Orthopanogram (OPG) Xray machine was donated by Dr Alcaino, a paediatric dentist in Sydney, and has proven to be very useful. The Wills Eye Hospital of Philadelphia has donated one of the ophthalmic operating microscopes that they mentioned last year, but we have not yet picked it up and brought it to Cambodia.

Visiting Consultants

The “Kadoorie Fellows Program” has continued to be fruitful, with Dr Linghong Lee being here for 6 months as a paediatric orthopod and his wife Dr. Naomi for 3 months as an anesthetist. We have another married couple coming as paediatric orthopods in July 2019, and although the U of Toulouse wants to send a facio-maxillary fellow, we do not yet have a name and dates. Dr Saqib Noor will be finishing his fellowship in Toronto in June 2019, and wants to come back permanently, along with his wife Anne and their baby, so we expect them before the end of the year. It has proven surprisingly difficult to recruit further ENT or EYE fellows, although I was approached by 2 or 3 in the UK this summer, who said they were planning on coming, but no dates have yet been suggested.

Visiting expatriate surgeons for rehabilitation surgery during 2018 included the “usual suspects” with the Toulouse team, the Singapore hand team, the Australian hand team, and Dr Josephine and her hand team from U of HK. Spine surgery was reinforced with the help of Prof Ken Cheung from the U of HK, and Prof CC Wong of Kuching again, and Total Joint surgery with Dr Gavin O’Neill from Singapore and Drs Robert Siorpaes and Thomas Herz from Austria. Then too, we had Professor Sharaf Ibrahim from Malaysia, who only spent a few days with us but has already encouraged his colleagues to come and help us, not only in paediatric orthopaedics, but in other disciplines too.

The expatriate eye surgeons (Drs Kevin Winkle and Karl Holzinger) were supported by SEE International again, bringing surgical eye supplies as well as their expertise, and Dr Greg Fincham came back to check on the status of the department, and was well pleased to find that it was doing so well.

The previous ENT fellow, Dr Charlie Huins, returned for a week to work with his protégés, and his successor, Dr Mood Bhutta has teamed up with the U of Melbourne audiometry team and they have started some research together in Cambodia, as well as continuing to train our ophthalmologists. The French ENT team came again, as did Dr Eliza Tweddle's team from Australia, and we also had a visit by Dr David Auerback, who introduced the surgeons to sinus surgery (FESS).

Visiting Students

There were 21 visiting medical students in 2018, from multiple different countries as usual. and our Khmer staff were happy to work with them and learn from them.

CSC Staff and Conferences

Currently we have 172 staff, including 10 surgical residents and 27 anaesthesia residents who rotate to other hospitals after staying with us from 4 to 6 months. Smile Train has decided that it does not want to continue financing cleft conferences anymore, so for the first time in years, we did not get to send any of our staff to one of their overseas educational programs. However, Dr Yong-June had 3 months of hand surgery training in Korea; Prof Ngiep went to Austria for 2 weeks of total joint surgery with Dr Siorpaes; and Pheaktra, one of our anaesthesia nurses, got 2 months of training at the University of Toulouse, courtesy of Prof Fred Lauwers.

Some of our surgeons have been on international surgical missions, but with international teams organized and staffed mainly by other expatriates. North Korea has had a longstanding friendship with Cambodia, reinforced during the Pol Pot regime, and last year there was news about the establishment of a burgeoning Human Rights movement involved with disabled children in the Democratic People's Republic of Korea (DPRK). This year we were approached by the Korean Federation for the Protection of the Disabled (KFPD) to help them, and after hosting a team of DPRK surgeons here in Cambodia, we twice sent a wholly Cambodian International team of cleft surgeons to teach surgery, and anaesthesia to North Korea. Drs Ratha and Sokleng were the surgeons on the two missions, (in June and October), while Dr Alay was an anaesthetist on the same two, but Dr Ath swapped for Dr Rith on the second one. This was a great success, and the plan is to continue with the program and expand it in 2019, which is a notable first for Cambodia.

We did present 5 papers at the annual surgical conference in Phnom Penh, as usual: I gave an invited lecture on the development of our ENT surgery at the UK annual ENT conference, and another on orthopaedic activities at the UK annual orthopaedic conference, and we have several academic papers in the process of being published this year. So, in general, academic experiences and training have continued as usual.



Dr. Jim Gollogly
Chief Executive Officer

Chief Financial Officer's Report

Preamble

On 21 September 2018, the Ministry of Labor and Vocational Training issued 2 New Labor Laws, effective from January 2019 ;

- 1) Prakas 442 Payment of Wages: all enterprises shall prepare the payroll for employees two times per month.
- 2) Prakas 443 Seniority Payment, The seniority payment, as stipulated in Article 89 (new) of the labor law. shall only apply to employees' contracts which are "Undetermined Duration Contracts (UDC)". For employees' contracts which are "Fixed Duration Contracts (FDC)", if nothing other is set in such agreements, the severance pay is at least equal to 5% of the wages paid the during the length of the contract.

The Seniority Payment will be equal to $7.5+7.5=15$ days pay/2 times per year in June and December. The maximum back pay for seniority payment that shall be paid to employees, shall not exceed than 6 months of the average net wages of each year.

The Ministry of Labor and Vocational Training announced the new minimum wage from to be \$182/M in 2019, increasing \$12 from \$170/M in 2018.

A new Law about "Retirement funds" might come out after July 2019 and implementation should be in January 2020.

In 2018, we employed 172 Staff: 116 full time and 19 part time staff, as well as 37 DES Trainees for Surgery and Anesthesiology from the University of Health Sciences.

Income and Expenditures 2018

In 2018 we had a total Income of USD \$1.1 Million compared to year 2017 of USD \$1.6 Million. So, our Income has been reduced by about half a Million USD this year, because of less funding from our 3 major donors: Watsi, Vanda Sport Group and DAK Foundation.

We have had 1,564 donors this year, the majority of whom were small individual donors from Vanda's 4 boxing events in Hong Kong and Singapore, and David Gross' Racing the Planet event across the Antarctic. We had 1,420 Donors in 2017. Those who donated more than USD \$2,000 are compared below for years 2017 and 2018 :

		USD
	<u>2017</u>	<u>2018</u>
1 Watsi	547,268	300,751
2 Vanda Sport Group	425,747	237,062
3 Dreyfus Charitable Foundation	101,760	107,726
4 Peter Bennett Foundation	-	75,000
5 Kadoorie Charitable Foundation	-	57,362
6 Monat Charles	50,000	50,000
7 FABBA's Hong Kong	-	47,828
8 Smile Train	53,706	24,978
9 Lutz and Hedda Franz	25,000	24,964
10 Vision Beyond Australia	17,325	23,785
11 Mark Moser	20,000	20,266
12 DAK Foundation via PFE	102,594	18,626
13 Moore, Brian	-	13,320
14 Nick Gall	10,000	12,000
15 Macquarie Group Foundation	2,522	9,252
16 Winkle, Kevin and Kathaleen	8,000	8,000
17 Ma, Winnie	-	8,000
18 Shaw, Brad	-	7,925
19 Malone, Chris	-	6,443
20 The Benevity Community Impact Fund	402	6,282
21 Bank of America Charity Foundation	5,995	5,119
22 Malone, Kathleen	-	5,075
23 Yang, Xiaobao	-	4,600
24 Viahos, Steve	-	3,500
25 Dredging International Asia Pacific	-	2,800
26 Waterworth, Christopher	-	2,501
27 Gross, David	2,250	2,160
28 Gross, Alan and Monica	-	2,000
29 Blair, Patrick and Tracy	1,000	2,000
30 Women International Group	2,000	2,000

Total Expenditures in 2018 were USD \$1.39 Million (see details in Draft Profit & Loss Budget vs Actual Report 2018, attached in page 16), and were under budget again.

Assets

Total Assets were USD \$1.18 Million, represented by:

1. 6 Bank Accounts totaling USD488,515
2. 4 PayPal Accounts totaling USD101,364
3. Equity Investments USD546,903
4. Other Current Assets USD10,200
5. Equipment and Property USD32,562

The details can be seen in Statement of Income, Expenditures 2018, page 16.

Cost Control

In spite of our Income being lower than in 2017 by around USD \$500,000, as can be seen in the financial details, we managed to stay under budget by USD \$128,502 mainly as a result of:

1. Medical Staff Salaries decreasing as we did not replace 16 staff who were in the budget, but were not replaced when they left various departments. By the end of year 2018, we had only 119 staff from a budget plan of 135 staff.
2. Medical Supplies Expense for Patients decreasing because of increasing donations of supplies from SEE International and Visiting Surgeons this year.
3. We did not send many staff for training abroad this year: those who did go were funded by other donors, not by using our budget.
4. Bio-Engineering Department expenses decreasing as the results of eye equipment donations from the Church of Latter Day Saints and The Wills Eye Hospital.

Financial Viability

Our donations this year were half of million dollars less than 2 years ago. Watsi limited their support to a maximum of \$25,000 a month, as they had a new program starting in Africa which they thought would be more sustainable in the long term. Vanda Sports Group have been raising funds for us since 2008, but have run into substantial competition this year resulting in lower charitable donations, and in general, there seems to be less charitable funding coming into Cambodia.

Financial Monitoring

We continue using PWC as our auditors in years 2017-2019 as a result of a previous BOD resolution, and they will come to audit us for 2018 starting at the end of February or first week of March in 2019.

Funding Initiatives

We are hoping to tap into further Chinese Funding in 2019, as Emma is moving from CLSA to work in another firm in Hong Kong, and we hope this will lead to other donors in Hong Kong and China.

Due to changes in the tax law, Companies in Cambodia can now get tax deductibility of 5% of profit for CSR Donations, so we are trying to approach International and Cambodian Companies through the Cambodian Chamber of Commerce (CCC), International Business Club (IBC) and Thai Business Council in Cambodia (TBCC). We have also been considering a plan to put on a major Fund Raising Event in Phnom Penh this year.



Kanyapak Reinvetch
Chief Financial Officer

Children's Surgical Centre			
Statement of Income, Expenditures, and Fund Balance			
January through December 2018			
		Before PWC	Audited Bal.
		2018	2017
		USD(\$)	USD(\$)
Income			
CSC	Income from donors	1,097,656	1,549,836
	Interest income	1,272	21,499
	Other income	-	5,125
Not CSC	Income from ACF	9,548	72,550
Not CSC	Income from Camkids	-	-
		1,108,475	1,649,010
Expense			
	Staff Salaries	938,754	875,705
	Medical consumables	208,424	247,295
	Operating costs	82,323	84,758
	Repairs and maintenance	69,355	70,226
	Grant to NGO	28,500	63,000
	Medical equipment	16,600	48,732
	Utilities	36,186	36,330
	Training for medical staff	1,519	21,071
	Depreciation	19,350	14,339
	Professional fees	7,722	8,844
	Security and cleaning	6,675	6,500
	Payment for services	1,317	2,200
	Office equipment	2,916	1,333
	Currency exchange loss	786	(37,998)
		1,420,427	1,442,335
DEFICIT OF INCOME OVER EXPENDITURE		(311,952)	206,675
FUND BALANCE, BEGINING OF THE YEAR		1,487,999.00	1,281,324
FUND BALANCE, END OF THE YEAR		1,176,047	1,487,999
Represented by:			
	Cash and cash equivalents	620,799	893,787
	Publically traded equity	516,923	516,923
	Property and equipment	32,562	51,913
	Advances and other receivables	8,711	26,200
	Deposits and prepayments	549	465
	Accrued tax liabilities and other payables	(3,498)	(1,289)
		1,176,047	1,487,999

Staff List 2018

No.	Title	Staff Name	Position	Status
The Management (2)				
1	Dr.	James G. Gollogly	CEO and Director	
2	Mrs.	Kanyapak Reinvetch	CFO and Director	
Stakeholder Relations (1)				
3	Ms.	Anne Marie. MacMurrey	Stakeholder Relations Officer	stop
4	Ms.	Christine Jacobson	Stakeholder Relations Officer	
Reconstructive Surgery Department (11)				
5	Dr.	Heang Oy	Surgeon	
6	Dr.	Keo Vanna	Surgeon	
7	Dr.	Keo Yemmony (Hrly)	Surgeon	Part-time
8	Dr.	Soum Ratha	Surgeon	
9	Dr.	Pogn Sopheap	Surgeon	
10	Dr.	Tho Ly	Surgeon	Half-time
11	Dr.	Ou ChengNgiep (Hrly)	Surgeon	Part-time
12	Dr.	Tea SokLeng (Hrly)	Surgeon	Part-time
13	Dr.	Kim Yong June (Hrly)	Surgeon	Part-time
14	Dr.	Hourt Pich (Hrly)	Assistant Surgeon Trainee	Part-time
15	Dr.	Saqib Noor	Orthopaedic Fellow	stop
16	Dr.	Lee Ling Hong	Orthopaedic Fellow	
Reconstructive Nurse Unit (18)				
17	Mr.	Kim Yinna	Head of Reconstructive Nurse Unit	
18	Mr.	Chan Maraka	Chief of OR	
19	Ms.	Horm Sophal	Chief of PO	
20	Mr.	You Sokhom	Chief of Instrument	
21	Mr.	Yun Vanna	Nurse	
22	Ms.	Chheang Ysean	Junior Nurse	
23	Ms.	Theng Sothybormey	Junior Nurse	
24	Mr.	Tong Vichhay	Junior Nurse	
25	Ms.	Thou Romduol	Junior Nurse	
26	Mr.	Prum Seyla	Junior Nurse	
27	Ms.	Pring Rina	Junior Nurse	
28	Mr.	Tha Chandara	Junior Nurse	
29	Ms.	Hin Pisey	Junior Nurse	
30	Ms.	Kim Theary	Junior Nurse	
31	Mrs.	Em Hang	Support Medical Staff	
32	Mrs.	Yim Chheng Leang	PG Tailor	
33	Mr.	Sbaung Khema	X-Ray Technician	
34	Mr.	Moeung Rathana	X-Ray Technician	stop
35	Mr.	Sem Sambath	X-Ray Technician	
Physiotherapy Unit (3)				
36	Mr.	Tuon Phea	Senior Physiotherapist	
37	Mr.	Ra Sreynun	Physiotherapist	
38	Mr.	Chev Rinrava	Physiotherapist	stop
39	Mr.	Hy Seyha	Physiotherapist	stop
Laboratory Unit (2)				
40	Mr.	Ly Phanny	Senior Laboratory Technician	
41	Mr.	Prum Rith	Laboratory Technician	
Anesthesiology Department (18)				
42	Mr.	Kong Kop	Manager of Anesthesiology	
43	Dr.	In Sovutheara	Anesthesiologist	
44	Dr.	Meas Sophal	Anesthesiologist	
45	Dr.	Eang SamAth	Anesthesiologist	stop
46	Dr.	Dun Norin (Hrly)	Anesthesiologist	Part-time
47	Dr.	Yon Sophoanarith (Hrly)	Anesthesiologist	Part-time
48	Dr.	Im Sothy (Hrly)	Anesthesiologist	Part-time
49	Dr.	Sous LeoungSokhalay (Hrly)	Anesthesiologist	Part-time
50	Dr.	Nin Chantha (Hrly)	Anesthesiological Trainee	Part-time
51	Mr.	Chum Han (Hrly)	Nurse Anaesthetist	Part-time
52	Mr.	Tin Eat (Hrly)	Nurse Anaesthetist	Part-time
53	Mr.	Chrin Savooun	Nurse Anaesthetist Trainee	
54	Mrs.	Sokun Sopheaktra	Nurse Anaesthetist	

55	Mr.	Ut Daro	Nurse Anaesthetist Trainee		
56	Ms.	Miech Ratana	Nurse Anaesthetist Trainee		stop
57	Mr.	Tong Vichhan	Nurse Anaesthetist Trainee		
58	Mr.	Chhuon Sopheak	Nurse Anaesthetist Trainee		
59	Mrs.	Pun Sreyroth	Nurse Anaesthetist Trainee		
60	Mr.	Um Sothea	Nurse Anaesthetist Trainee		
61	Ms.	Vong Vannady	Nurse Anaesthetist Trainee		
ENT Department (10)					
62	Dr.	Touch Sokdavy	ENT Surgeon		
63	Dr.	Chhea Sothea	ENT Surgeon Trainee		
64	Dr.	Sroun KimHout	ENT Surgeon Trainee		
65	Mrs.	Pign Sreyorn	ENT Nurse		stop
66	Mrs.	Ban Sokkieng	ENT Nurse		
67	Mrs.	Srun dany	ENT Nurse		stop
68	Ms.	Soeung Dany	ENT Nurse		
69	Ms.	Soeun Sreymouy	ENT Nurse		
70	Mrs.	Ham Leakhena	ENT Nurse		
71	Mrs.	Hai Danika	ENT Nurse		
72	Mr.	Yut Samnang	Speech Therapist		
73	Ms.	Toun Savin	Speech Therapist Trainee		
Ophthalmology Department (9)					
74	Mrs.	Bee Sokngin	Manager of Ophthalmology Dept.		
75	Mr.	Khun Romanaea	Assistant Manager of Oph. Dept		
76	Dr.	Chhour Long (Hrly)	Ophthalmologist	Part-time	
77	Dr.	Lay ChanDira	Ophthalmologist		
78	Dr.	Gregory Scott Fincham	Ophthalmologist		stop
79	Dr.	Sea Bunseng	Ophthalmologist	Half-time	
80	Dr.	Ouk Soleaphy	Ophthalmologist	Half-time	
81	Dr.	Lach Sopheara	Ophthalmological Trainee		stop
82	Dr.	Wey Vathana	Ophthalmological Trainee		
83	Dr.	Chhat Soksakada (Hrly)	Ophthalmological Trainee	Part-time	
84	Dr.	Chhun Sambath	Ophthalmological Trainee		
Ophthalmic Nurse Unit (7)					
85	Ms.	Kong Chanthy (Hrly)	Ophthometrist	Part-time	
86	Ms.	Noch Channy	Chief of Ophthalmic OR		
87	Mrs.	Ros Sophy	Senior Ophthalmic Nurse		
88	Mr.	Sao Moeun	Ophthalmic Nurse		
89	Mr.	Sem Ratha	Ophthalmic Nurse		
90	Ms.	Sun Yanak	Ophthalmic Nurse		
91	Mr.	Sambath Soriy	Ophthalmic Nurse		stop
92	Mr.	Tep Tola	Ophthalmic Nurse		stop
93	Mr.	Tep Buntherm	Ophthalmic Nurse		
Ophthalmic Assistant (3)					
94	Mrs.	Cheang Somphea	Ophthalmic Assistant		
95	Ms.	Seng Ratana	Ophthalmic Assistant		stop
96	Mr.	Kea Lychheang	Ophthalmic Assistant		
97	Ms.	Lim KamSort	Ophthalmic Assistant		
Administration Department (1)					
98	Mr.	Sok Menglong	Administration Manager		
Inventory Unit (2)					
99	Mr.	Phal Sothea	Senior Inventory Officer		
100	Mr.	Im Panha	Inventory Officer		
Patient Information Unit (7)					
101	Mr.	Som ChanDiman	Senior Patient Information Officer		
102	Mr.	Soeun Sovathana	Patient Information Officer		
103	Mr.	Soeun Youhort	Data Entry Officer		
104	Mr.	Ly SivPy	Patient Registrar		
105	Mr.	Chan Sameoun	Patient Information Officer		
106	Mr.	Nat Chandararith	Data Entry Officer		stop
107	Mr.	Kheng Rathanak	Data Entry Officer		
108	Mr.	Chamrong Netvesal	Data Entry Officer		
Bio-Engineering Unit (11)					
109	Mr.	Jesus A. Cruz	Head of Engineering Unit		
110	Mr.	Phar Sophon	Bio-Medical Engineer		
111	Mr.	Phin Thearun	Bio-Medical Engineer		
112	Mr.	Buth Buntheoun	Electrician		
113	Mr.	Kuy Sarith	Building Technician		
114	Mr.	Mom Vasna	Cleaner		
115	Mrs.	Seam HongLang (Srey Pov)	Cleaner		
116	Mrs.	Than Siekngim	Cleaner		

117	Ms.	Lim Vanny	Cleaner		
118	Mrs.	Chheng Sreyleak	Cleaner		
119	Mrs.	Ouk Dany (Srey Sor)	Cleaner		
120	Mrs.	Nuon Phally	Cleaner		
Finance/Accounting/HR Unit (4)					
121	Mrs.	Heng Sothearan	Senior Accountant		
122	Mr.	Neak Panha	Accountant Trainee		
123	Mr.	Hout Chhaykorng	Accountant		stop
124	Ms.	Chhoeng Siengheng	Internal Auditor	Part-time	
125	Mr.	Thon Buntheoun	MEC Coordinator		
Maintenance/Cook/Security Unit (10)					
126	Mr.	Sok Sary	Senior Maintenance		
127	Mr.	Men Simen	Maintenance & Driver		
128	Mr.	Deb Dy	Maintenance		
129	Mr.	Va Vuthy	Maintenance		
130	Mrs.	Chhoun Daly	Cook		
131	Ms.	Nuon Sokkhom	Cook		
132	Mrs.	Leav Simorn	Cook		
133	Mrs.	Leav Srey	Cook		
134	Mr.	Doem Da (CASC)	Driver/Security/Maintenance (CASC)		
135	Mrs.	Kam Rany (CASC)	Cook & Cleaner (CASC)		
DES Surgery and DES Anesthesia (37)					
136	DES	Va Rathana	DES Trainee	DES Surgery	
137	DES	Duch Notin	DES Trainee	DES Surgery	
138	DES	Daralin Sydarith	DES Trainee	DES Surgery	
139	DES	Dos Vuthea	DES Trainee	DES Surgery	
140	DES	Kit Bunvath	DES Trainee	DES Surgery	
141	DES	Uy Layhour	DES Trainee	DES Surgery	
142	DES	Leng Sovannara (Hrly)	DES Trainee	DES Surger	stop
143	DES	Sam Rorn	DES Trainee	DES Surger	stop
144	DES	Chhay Makara	DES Trainee	DES Surger	stop
145	DES	Kong Sovanvary	DES Trainee	DES Surger	stop
146	DES	Inn Dara	DES Anaethetist Trainee	DES Anes.	
147	DES	Nut Chanrarak	DES Anaethetist Trainee	DES Anes.	
148	DES	Phy Sopheak	DES Anaethetist Trainee	DES Anes.	
149	DES	Huv Sreyrov	DES Anaethetist Trainee	DES Anes.	
150	DES	Un Eangly	DES Anaethetist Trainee	DES Anes.	
151	DES	Som Rithy	DES Anaethetist Trainee	DES Anes.	
152	DES	Khun Rithyrak	DES Anaethetist Trainee	DES Anes.	stop
153	DES	Kheng Polin	DES Anaethetist Trainee	DES Anes.	stop
154	DES	Uch Vanthy	DES Anaethetist Trainee	DES Anes.	stop
155	DES	Kuy Montha	DES Anaethetist Trainee	DES Anes.	stop
156	DES	Theng Chamreoun	DES Anaethetist Trainee	DES Anes.	stop
157	DES	Nhek Daro	DES Anaethetist Trainee	DES Anes.	stop
158	DES	Em Ekvithou	DES Anaethetist Trainee	DES Anes.	stop
159	DES	Theng Pheakdey	DES Anaethetist Trainee	DES Anes.	stop
160	DES	Mak Hengsovann	DES Anaethetist Trainee	DES Anes.	stop
161	DES	Kheng Surng	DES Anaethetist Trainee	DES Anes.	stop
162	DES	Kann Hong	DES Anaethetist Trainee	DES Anes.	stop
163	DES	Som Lompong	DES Anaethetist Trainee	DES Anes.	stop
164	DES	Eath Chhunheng	DES Anaethetist Trainee	DES Anes.	stop
165	DES	Leng Seyha	DES Anaethetist Trainee	DES Anes.	stop
166	DES	Deour Kunheng	DES Anaethetist Trainee	DES Anes.	stop
167	DES	Chhay Rithy	DES Anaethetist Trainee	DES Anes.	stop
168	DES	Ra Vannank	DES Anaethetist Trainee	DES Anes.	stop
169	DES	Hor Chanmakara	DES Anaethetist Trainee	DES Anes.	stop
170	DES	Rim Sophearadine	DES Anaethetist Trainee	DES Anes.	stop
171	DES	Sao Vathanara	DES Anaethetist Trainee	DES Anes.	stop
172	DES	Pheoun Sarath	DES Anaethetist Trainee	DES Anes.	stop
			Part-time staff	16	
			Half-time staff	3	
			Full-time staff	116	
			Total staff	135	
			DES Surgery	10	
			DES Anes.	27	
				37	