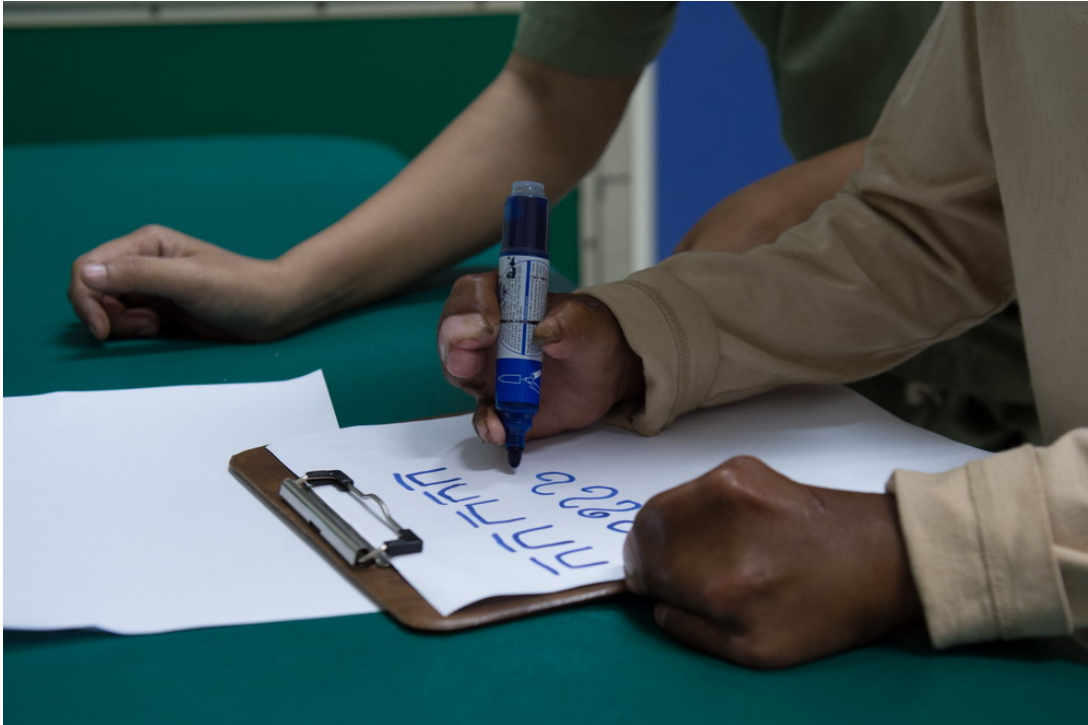




# CHILDREN'S SURGICAL CENTRE

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



## 2019 Annual Report

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Mark M Moser MD FRCPC  
Board President  
[Markmoser57@hotmail.com](mailto:Markmoser57@hotmail.com)  
Phone: (561) 845 7432  
Mobile: (561) 847 1781

Dr. Jim Gollogly, OBE  
Chief Executive Officer  
Children's Surgical Centre  
Phnom Penh, Cambodia  
[jim@csc.org](mailto:jim@csc.org)  
Mobile: (855) 12 979 214

KanyapakReinvetch  
Chief Financial Officer  
Children's Surgical Centre  
Phnom Penh, Cambodia  
[kanya@csc.org](mailto:kanya@csc.org)  
Mobile: (855) 12 710 789

Jim Carmichael  
Secretary  
[jim@JECarmicheal.com](mailto:jim@JECarmicheal.com)  
Phone: (907) 486 6874  
Mobile: (206) 3216395

Prof. Massey Beveridge BA  
M. Phil, MD DTM&H, FRCSC  
Professor of Surgery  
University of Toronto  
[Massey.beveridge@gmail.com](mailto:Massey.beveridge@gmail.com)

Prof. Nabil Samman  
FRCS (Edin), FDRS (Eng)  
Professor of Oral and  
Maxillofacial Surgery  
University of Hong Kong  
[nsamman@hku.hk](mailto:nsamman@hku.hk)

Prof. Michael G. Irwin  
Professor and Head of the  
Department of Anaesthesiology  
University of Hong Kong  
[mgirwin@hku.hk](mailto:mgirwin@hku.hk)

Eugene Gollogly  
Steiner Books Ltd. USA  
[gene@steinerbooks.org](mailto:gene@steinerbooks.org)

DrLaraghGollogly, MD, MPH.  
Editor, WHO Bulletin,  
Geneva,  
[golloglyl@who.int](mailto:golloglyl@who.int)

[Dr. Saqib Noor](#)  
[Birmingham Children's Hospital](#)  
[Birmingham, UK](#)  
[saqibnoor@doctors.org.uk](mailto:saqibnoor@doctors.org.uk);

# Annual Report 2019

## Children's Surgical Centre

Chief Executive Officer	Dr James Gollogly, OBE, FACS, FRCSC
Chief Financial Officer	Mrs Kanyapak Reinvetch
Manager of Reconstructive Surgery Department	Dr Oy Heang
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 has continued to grow as a referral center for complex surgery throughout 2019. We are grateful to the many teams who have developed our skills in spine surgery, brachial plexus injury repair, total joint replacement, limb lengthening procedures, retinal surgery and complex ear surgery among others. Our Khmer surgeons now operate at a high level and are teaching surgery internationally, an amazing accomplishment which would not have been possible without the dedication of our CEO, our surgical fellows, many volunteers and most importantly our generous donors. Thank you all.

As the new year begins, CSC has the unwanted and monumental task of finding a new home to continue our mission of rehabilitative surgery for the underprivileged and teaching our Khmer staff to ensure the efforts are sustained. I hope our donors will rise to the challenge and allow us to build a home of our own. Those of you who can, please reach deep and help us continue the life changing work going on every day at CSC. For those of us who are fortunate enough to spend time at the hospital, the look on the faces of the children and parents whose lives have been changed forever is enough reward to do what we can.

Thank you for your continued support and helping us through what will be a challenging year.

Dr Mark Moser  
Board President  
Children's Surgical Centre

# Chief Executive Officer's Report

## Preamble

Phnom Penh is still booming in 2019, although rumor has it that the spigot of money from China has been turned off, and very little further investment will be forthcoming, although current projects will continue. Unfortunately, it appears that the money which bought our site at Kien Khleang has already been paid, and we have been recently informed that the site will become the host of 1 seventy story building, and 4 forty story buildings, of which one has already been sold-out. So much for the “Chinese Motor Company” which was initially said to have bought the site.

So far as we are now aware, the Ministry of Social Affairs has already started construction of some buildings at the Bantay Prie (Home of the Dove) site in Ang Snoul district, which is located in close proximity to the site which we still rent until the end of January 2020, where we lodged the Acid Burn Victims in CASC. This is 24 km out of Phnom Penh to the South West on Route 4, and driving there takes approximately 1.5 hrs from our current site. It is worse than the site 25 km away on Route 6A as far as transportation goes, as first we have to go through the center of the city, and then past the airport. The most recent public news from the Ministry is that the maximum time for full construction of the new site will be 2 years, but it is hard to rely on such information. We have, of course, been assiduously attempting to find another site more central to the city, and although we have had several bites, nothing definite has so far been arranged.

Activity at Kien Khleang has been much the same as last year, with just under 4,000 operations and 33,000 consultations, but donations have fallen about 30%, with many large donors ceasing support as their commitments ended, or businesses closed. The Board will be reviewing and discussing this matter at some length.

The scope of surgery has continued to expand, with more international visiting surgeons teaching more advanced operations, and with 2 Kadoorie Fellows in Orthopaedics: Drs James Shelton and Sara Dorman, but again none in ophthalmology or ENT. Dr Saqib Noor has not yet returned to work full-time with us, although he has finished his formal training as an orthopaedic surgeon, but we expect him to return in 2020. Dr Brian Moore and his wife Ellen Interlandi are again spending 3 months of their retirement in Phnom Penh, and are great helps in the running of CSC. Ms Lindsay Bownik has done a great job as SRO, and wants to continue for a few more months, so we are grateful to have her continue as long as she wants. There have been very few changes in the local staff at CSC, which has certainly allowed us to progress in our skills.

## 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 again been our biggest support this year, and we hope they will not change their philosophy to exclude us.

**Dave and Kerry Rickards, the DAK foundation**, for their ongoing financial support, which now mainly comes through their new organization: “Partners for Equity”.

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

**Vanda Sports Group, Ian Mullane, and Jan Ralph**. White Collar Boxing events have now ceased, as the fans have moved on to other similar events, but we have had great support from Vanda still.

**Braxton Stuntz Foundation**; Mike and Ruth Stuntz have been very generous in sharing their resources from the BSF with us.

**Smile Train** for continued support of our Cleft Lip and Palate surgical program, and for continuing to finance the attendance of some of our surgeons at expatriate conferences.

**Jacques Laperrousaz** for his many donations of food, supplies and equipment.

**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.

The **Kadoorie Charitable Foundation** is still supporting us, mainly through the Kadoorie Fellows Program.

**Vision Beyond Australia** supported our cataract program again for which we are grateful.

**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.

**FABBAs and Asia Brokers Charity** supported us from Hong Kong, as they have done before.

**Rotary District 3450**, in Hong Kong, gave us great support and publicity this year, and we were very pleased with their attentions.

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

As mentioned in last year’s annual report, 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-2018, we finished refurbishing our operating suites at a cost of about \$40,000, before finding out in September 2018 that the site had been sold, and we now know that the Ministry plans to relocate us 25km out of town. If we do move to the proposed new site, many of our staff will be unwilling to make the difficult 1.5hr journey, and a

vast majority of our patients will not be able to find us, so our activity will be seriously affected. The prospects for moving to a better site are improving, and will be discussed in the Board Meeting.

### Numbers of Operations and Consultations

<b>Operations</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>Rehabilitation</b>	1,334	1,556	1,242	1,323	1,426	1,356	1,081
<b>Eye</b>	4,816	3,634	2,990	3,139	2,383	2,271	2,541
<b>ENT</b>		160	232	244	209	294	255
<b>Total</b>	6,150	5,190	4,464	4,706	4,018	3,921	3,877

<b>Consultations</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>Rehabilitation</b>	5,809	7,121	8,070	5,235	5,552	5,824	4,192
<b>Eye</b>	11,638	13,268	12,582	12,499	14,627	22,767	22,496
<b>ENT</b>		3,121	3,931	4,824	5,139	6,611	6,320
<b>Total</b>	17,447	20,389	24,583	22,558	25,318	35,202	33,008

### Scope of Services

The eye department has been the busiest service again in 2019, with about the same number of consultations (22,000) and about a 10% rise in the number of operations. We have continued to encourage some of our ophthalmic nurses to perform some simple procedures, and we feel this is quite productive. There has been no real change in the staff doctors, except for Dr Bun Seng leaving to Thailand to get more experience, and the occasions on which we have “loaned” out one or other of our eye surgeons to Battambang Ophthalmic Clinic (BOC), when they have been short of a surgeon. The junior doctors have now completed 2 years of training with us, and at the end of 3 years, we expect them to probably move on.

The ENT surgeons have continued to develop their relationship with the audiology department of the University of Melbourne which has improved our resources for detecting and treating deafness in children, and we have had the usual visiting international surgeons coming during the year. Unfortunately, we have not been able to recruit a Kadoorie fellow to help expand our range of operations, but there is no doubt that our surgeons and services are continuing to improve in what they do, judging by the opinions of the visiting surgeons. In 2020, we do expect to introduce a new program of reconstruction for facial nerve palsies in conjunction

with the French NGO “Sauver la Face”, with whom we are already familiar, and this should be a busy program for the ENT department.

On the rehabilitation surgery side, we have had a visiting spine team every 3 months, mainly organized by Prof Ken Cheung from Hong Kong, which has allowed us to develop our skills and provide reconstruction to a lot of patients suffering from severe spinal deformities. The implants and instruments have been donated by L&K Biomed Co and we are very grateful for their support. Reconstructing Brachial Plexus Injuries (BPI) has continued to develop and our 2 surgeons will present their results at the Asia-Pacific Hand Surgery meeting in Melbourne in March. In 2020, it looks as though we will enter into an agreement with Permedica, an Italian medical equipment manufacturer, to use their total hip prostheses for the same price as we buy such prostheses from India, which will be a big boost to our hip program. Cleft surgery has continued at about the same rate as last year, but MEC patients are drying up, even though we have this year done another 3 from Laos.

### **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**

The Wills Eye Hospital of Philadelphia donated an ophthalmic operating microscope which arrived this year in Cambodia, as did an ENT operating microscope from a retiring surgeon in Singapore, an Autorefractor and other eye equipment from the Latter Day Saints. For \$12,000, we did purchase an industrial washing machine and a dryer to attempt to economise on our routine expenses for all the laundry we do, and hopefully we will regain this capital expenditure over the next couple of years.

### **Visiting Consultants**

The “Kadoorie Fellows Program” has continued to produce fruit, with Dr James Shelton and his wife, Dr Sara Dorman, both of whom are paediatric orthopods from Liverpool. They only planned to stay for 6 months, and regretted this when it was too late to change, and they had had a taste of the Cambodian lifestyle and the CSC working conditions. Dr Saqib Noor finished his fellowship in Toronto in June 2019, and we look forward to welcoming him back to CSC in 2020.



Visiting expatriate surgeons for rehabilitation surgery 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 has already encouraged his colleagues to come and help us, not only in paediatric orthopaedics, but in other disciplines too. Dr David Awerbuck came again to help with ENT, as did 2 of the French teams, and a couple of Dr Sharaf’s colleagues.

The expatriate eye surgeons Drs Kevin Winkle and Mark Nelson were supported by SEE International again, bringing surgical eye supplies as well as their expertise, and in 2020, we are expecting Dr Nate Roybal, another retinal surgeon, to come with his friends and hopefully, a donation of a new vitrectomy machine from Alcon.

### **Visiting Students**

There were only 7 foreign visiting medical students in 2019, all of whom were very interested in being surgeons and what we do, as the trippers can now go elsewhere in Cambodia rather easily.

### **CSC Staff and Conferences**

Our Khmer doctors have continued to receive further training outside of Cambodia, with 4 of them going to the Thai Cleft Conference in Khon Khen, Thailand, courtesy of Smile Train, Dr Sopheap went to a microsurgical course in Singapore, and Dr Yong-June had 2 months in Korea doing plastic surgery. One of our OR nurses, Dara, is currently receiving 2 months of training at the University of Toulouse, courtesy of Prof Fred Lauwers, as Pheaktra did last year, and besides presenting our usual half a dozen papers at the annual surgical conference in Phnom Penh, we also put on a 1 week spine workshop in CSC with the help of the University of Hong Kong. The North Korean program has continued in 2019, with 2 trips of our cleft team to Pyongyang and with us hosting and teaching 4 of their surgeons and anaesthetists here in CSC for 2 months, but they appear over-organised and we are making little progress in transferring skills.



**Dr. Jim Gollogly**  
**Chief Executive Officer**

(These 2 presentations on the web outline aspects of the current political situation):

<https://www.aljazeera.com/programmes/101east/2019/11/cambodia-casino-gamble-191128210128003.html>

<https://www.nytimes.com/2019/12/22/world/asia/cambodia-china-military-bases.html>

# Chief Financial Officer's Report

## Preamble

Cambodia has a new US-educated Minister of Taxation and is now both introducing new taxes, and demanding back taxes that many organisations, including CSC, did not know existed, and there has been a lot of confusion in 2019. However, CSC has now implemented a new labor law (Prakas 442 on Payment of Wages) which demands all enterprises pay employees/workers two times per month as from 1 January 2019.

At the end of year 2018, PWC, our auditors, asked us to send a letter to the Ministry of Finance and Economy (MOEF) to determine what kind of NGO CSC is: International (INGO) or Foreign NGO (FNGO). The MOEF sent letter back to us on 21 Jan 2019 declaring that CSC is a Foreign, not an International NGO, and so is subject to pay taxes such as Expat Staff salary tax, yearly road tax for vehicles (including back pay for 6 years), and vehicle import taxes (including back taxes for 10 years (if CSC sells vehicles). (Initially, CSC was classified as an INGO and 3 of our vehicles are so registered, and not subject to tax: we were never informed of any change of status). These import taxes will need to be paid if we sell our cars, but not if we donate them to the Royal Cambodian Government (RCG) or another NGO. For vehicles not registered as INGO, we paid \$9,260 in back taxes in 2019 and we now think all such taxes are paid up.

Another new labor law, Prakas 443, concerned "Seniority Payments". For employees/workers whose contracts are "Fixed Duration Contracts" (FDC), the "severance pay" is at least equal to 5% of the wages paid during the length of the contract. Article 89 (new) of the labor law, shall apply to those employees/workers whose contract is of "Undetermined Duration" (UDC) and concerns "seniority payments" which shall not exceed 6 months of the average net wages of each year. On 22 March 2019 this Prakas 443 was postponed due to all the confusion and uproar, and the payments are now to be initiated in December 2021 when Seniority Payments (equal to 7.5 days/each time and paid 2 times per year in June and December) will come into effect. So total new costs in 2019 were \$35,312 and CSC will pay \$40,280 in year 2020 (attached file page 15-16).

The Ministry of Labor and Vocational Training announced the minimum wage will be raised from \$182 in 2019, to \$191 in 2020, so increasing \$9. Inflation rate this year is 2.9%.

During the year 2019, we had 159 people working with us: 122 full time staff, 2 half time staff, 11 part time staff, and 24 DES Trainees for Surgery and Anesthesiology from the University of Health Sciences. 23 Staff resigned during the year, for reasons including making their own business, changing jobs and having no childcare. We have tried to reduce the costs of hiring new staff by trying to expand the roles of current employees, and we are to have 115 staff carried forward to 2020.

### Income and Expenditures 2019

In 2019 we had a total Income of USD 1.15 Million compared to USD 1.11 Million in year 2018. Our Income is slightly increased from last year, with the main reason being Interest Income \$92,091 from Creative Planning. Our Income from donors reduced by \$45,000 from last year, and so we called on \$200,000 funding from DAK out of \$700,000 in reserve.

We have a decreasing number of small donors: 609/1,564/1,420 donors by year 2019/2018/2017, resulting from decreases from Vanda Online in Hong Kong and Singapore. Those who donated more than USD \$10,000 comparison year 2019, 2018 and 2017 are:

No	Donor Name	2019	2018	USD 2017
1	Watsi.org	297,486	300,751	547,268
2	DAK Fondation via PFE	199,968	18,626	102,594
3	Vanda Sport Group	112,507	237,062	425,747
4	Dreyfus Charitable Foundation	60,000	107,726	101,760
5	Jacques, Laperrousaz	58,537	0	0
6	Braxton Stuntz Foundation	50,500	0	0
7	Smile Train	45,456	24,978	53,706
8	Kadoorie Charitable Foundation	35,739	57,365	0
9	Monat, Charles	25,000	50,000	50,000
10	Rotary District 3450	24,964	0	0
11	Moser, Mark	20,322	20,266	20,000
12	Asia Brokers Charity Ltd	19,239	0	0
13	Vision Beyond Australia	15,729	17,296	17,325
14	Gall, Nick	12,200	12,000	10,000
15	The Church of Jesus Christ of LDS	11,148	0	0
16	Rotary Club Phnom Penh	10,000	0	0

Total Expenditures were USD \$1.37 Million (see details in Draft Profit & Loss Budget vs. Actual Report 2019, attached page 14). This year we managed to be under budget again.

### **Assets**

Total Assets were \$0.98 Million/\$1.18 Million, when comparing years 2019/2018, represented by:

1. 6 Bank Accounts totaling USD277,888
2. 4 PayPal Accounts totaling USD29,001
3. Equity Investments (Creative Planning) USD654,047
4. Other Current Assets USD6,650
5. Equipment and Property USD18,481

The details can be seen in Statement of Income, Expenditures, and Fund Balance 2019, page 13.

## **Cost Control**

We managed to stay under budget USD \$225,208 as can be seen in the financial details, mainly as a result of :

1. Medical Staff Salaries decreasing due to not filling up around 4 staff who were already budgeted in various department. By the end of year 2019, we had only 115 staff from a budget of 119 staff.
2. Medical Supplies Expense for Patients decreasing because of donations from SEE International and Visiting Surgeons. We also had donations in kind of food for patients and cleaning materials from a new “walk-in donor”, Mr. Jacques Laperrousaz.
3. Bio-Engineering Department expenses decreasing as Jack’s salary reduced to half time in April 2019, and we bought less medical equipment as the result of eye equipment donations from the Church of Latter Day Saints.

## **Financial Viability**

Watsi still supported us to a maximum of \$25,000 a month, so \$300,000 a year (in our MOU, it states that Watsi will not fund over 30% of our total budget). We withdrew \$200,000 from Dave and Kerry through Partners for Equity this year which will be deducted from our promised DAK funding of \$700,000. Vanda Sports Group has been raising funds for us since 2008 but now has been dissolved.

## **Financial Monitoring**

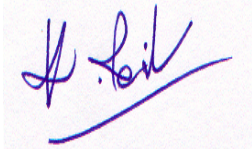
We still using PWC for auditing us in years 2017-2019 from a BOD resolution and they will come to audit our Financial Statement for 2019 in the last week of March 2020.

## **Funding Initiatives**

We are trying to approach rich Khmer personalities who own land and businesses in Cambodia. We asked OKNHA Ly Yong Phat for a donation of 1 hectare of land to build our new hospital for poor people. He said he doesn’t want to support poor people as they never vote for him and also sue him about land issues all the time.

Cambodian Companies like to donate to politically linked NGOs such as Kantha Bopha Hospital, Angkor Hospital for Children, and the Cambodian Red Cross, and also donate for disaster relief within the country in return for recognition by the Cambodian Government. Trying to raising funds in Cambodia for us as an American NGO is very hard currently.

Lindsay, our SRO together with Nadia, a volunteer, is trying to raising funds through social media and fund raising platforms such as Facebook, Twitter, Instagram, AmazonSmile, LinkedIn, YouTube, and PayPal, but we have had no significant luck so far.



**Kanyapak Reinvetch,  
Chief Financial Officer**

<b>Children's Surgical Centre</b>			
<b>Statement of Income, Expenditures, and Fund Balance</b>			
<b>January through December 2019</b>			
		<b>Before PWC</b>	<b>Audited</b>
		<b>2019</b>	<b>2018</b>
		<b>USD(\$)</b>	<b>USD(\$)</b>
<b>Income</b>			
<b>CSC</b>	Income from donors	1,062,370	1,097,656
	Interest income from CP	92,897	8,368
	Other income	-	-
<b>Not CSC</b>	Income from ACF	5,400	9,548
<b>Not CSC</b>	Income from Camkids	-	-
		<b>1,160,666</b>	<b>1,115,572</b>
<b>Expense</b>			
	Staff Salaries	950,306	942,546
	Medical Consumables	185,783	208,425
	Operating Cost	79,097	78,720
	Repairs and Maintenance	65,027	69,356
	Utilities	33,826	36,186
	Security and Cleaning	19,045	6,675
	Depreciation	14,081	19,350
	Grant to NGOs	8,150	28,500
	Professional Fees	7,081	7,722
	Medical Equipment	5,380	16,600
	Payment for Services	4,608	1,317
	Office Equipment	1,700	2,916
	Training for Medical Staff	1,451	1,519
	Loss on fair value	212	(10,638)
		<b>1,375,747</b>	<b>1,409,194</b>
<b>DEFICIT OF INCOME OVER EXPENDITURE</b>		<b>(215,081)</b>	<b>(293,623)</b>
<b>FUND BALANCE, BEGINING OF THE YEAR</b>		<b>1,194,376</b>	<b>1,487,999</b>
<b>FUND BALANCE, END OF THE YEAR</b>		<b>979,295</b>	<b>1,194,376</b>
<b>Represented by:</b>			
	Cash and cash equivalents	392,630	1,155,904
	Property and equipment	569,046	32,563
	Advances and other receivables	18,481	8,711
	Deposits and prepayments	3,853	634
	Publicly traded equity	2,058	-
	Accrued tax liabilities and other payables	(6,773)	(3,436)
		<b>979,295</b>	<b>1,194,376</b>



Children's Surgical Centre						
Seniority Payment 2020						
No	Name	Position	Seniority Payment			
			2019		2020	
			30-Jun-19	31-Dec-19	30-Jun-20	31-Dec-20
1	James G. Gollogly	CEO and Director	\$ 2,754	\$ 2,753.94	\$ 2,836.44	\$ 2,836.44
2	Huort Pich	Assistant Surgoen	\$ 65	\$ 65.49	\$ 62.06	\$ 62.06
3	Tea Sokleng	Surgeon	\$ 107	\$ 106.79	\$ 124.14	\$ 124.14
4	Kim Yinna	Head of Rec. Nurse Unit	\$ 297	\$ 297.12	\$ 312.12	\$ 312.12
5	Dun Norin	Anesthesiologist	\$ 211	\$ 210.63	\$ 225.14	\$ 225.14
6	Kanyapak Reinvetch	CFO and Director	\$ 983	\$ 983.37	\$ 724.54	\$ 724.54
7	Bee Sokngin	Manager of Oph. Dept	\$ 267	\$ 267.12	\$ 280.38	\$ 280.38
8	Em Hong	Support Medical Staff	\$ 86	\$ 85.67	\$ 90.87	\$ 90.87
9	Sok Menglong	Administrator Manager	\$ 311	\$ 311.25	\$ 330.00	\$ 330.00
10	Chhour Long	Ophthalmologist	\$ 24	\$ 23.91	\$ 24.33	\$ 24.33
11	Ou Chengngiep	Surgeon	\$ 280	\$ 279.53	\$ 294.55	\$ 294.55
12	Ros Sophy	Senior Ophthalmic Nurse	\$ 236	\$ 235.96	\$ 247.79	\$ 247.79
13	Seam Honglang	Cleaner	\$ 80	\$ 80.48	\$ 83.65	\$ 83.65
14	In Sovutheara	Anesthesiologist	\$ 425	\$ 424.90	\$ 433.27	\$ 433.27
15	Thun Siekngim	Cleaner	\$ 80	\$ 80.48	\$ 82.21	\$ 82.21
16	Lim Konsot	Ophthalmic Assistant	\$ 73	\$ 73.27	\$ 77.60	\$ 77.60
17	Sim Phal	Electric Technician	\$ 173	\$ 173.08	\$ 178.27	\$ 178.27
18	Yut Samnang	Speechtherapist	\$ 123	\$ 123.46	\$ 126.06	\$ 126.06
19	Noch Channy	Senior Ophthalmic Nurse	\$ 151	\$ 151.44	\$ 180.29	\$ 180.29
20	Keo Yemmony	Surgeon	\$ 198	\$ 197.56	\$ 205.64	\$ 205.64
21	Leav Simorn	Cook	\$ 83	\$ 82.50	\$ 87.40	\$ 87.40
22	Som Chandiman	Senior Patient Inf. Officer	\$ 204	\$ 203.65	\$ 207.69	\$ 207.69
23	Kong Chanthy	Ophptomist	\$ 57	\$ 57.35	\$ 75.11	\$ 75.11
24	Men Simen	Maintenance & Driver	\$ 103	\$ 102.98	\$ 105.00	\$ 105.00
25	Deb Da	Driver/ Security/ Maintenance	\$ 58	\$ 57.98	\$ -	\$ -
26	Prum Rith	Laboratory Technician	\$ 134	\$ 133.85	\$ 162.69	\$ 162.69
27	Chrin Saveoun	Nurse Anaethetist	\$ 192	\$ 192.40	\$ 198.17	\$ 198.17
28	Noun Sokhom	Cook	\$ 72	\$ 72.40	\$ 75.29	\$ 75.29
29	Sem Ratha	Ophthalmic Nurse	\$ 150	\$ 150.00	\$ 178.85	\$ 178.85
30	Toun Phea	Senior Physiotherapist	\$ 215	\$ 214.90	\$ 223.56	\$ 223.56
31	Ly Sivpy	Patient Registrar	\$ 76	\$ 76.15	\$ 77.60	\$ 77.60
32	Chum Han	Nurse Anaethetist	\$ 53	\$ 53.20	\$ 58.83	\$ 58.83
33	Meas Sophal	Anesthesiologist	\$ 258	\$ 258.17	\$ 268.56	\$ 268.56
34	Sao Meoun	Ophthalmic Nurse	\$ 146	\$ 145.67	\$ 174.52	\$ 174.52
35	Yong Sophaonarith	Anesthesiologist	\$ 67	\$ 67.48	\$ 70.85	\$ 70.85
36	You Sokhom	Chief of Instrument	\$ 149	\$ 148.56	\$ 154.62	\$ 154.62
37	Keo Vanna	Surgeon	\$ 368	\$ 367.79	\$ 375.29	\$ 375.29
38	Kuy Sarith	Building Technician	\$ 188	\$ 187.50	\$ 198.75	\$ 198.75
39	Deb Dy	Maintenance	\$ 62	\$ 62.02	\$ 72.12	\$ 72.12
40	Jesus A. Crus	Senior Bio-Engi Officer	\$ 364	\$ 364.18	\$ 371.54	\$ 371.54
41	Lay Chandira	Ophthalmologist	\$ 273	\$ 272.60	\$ 283.56	\$ 283.56
42	Chhoun Sopheak	Nurse Anaethetist Trainee	\$ 119	\$ 118.85	\$ 122.31	\$ 122.31
43	Tin Eat	Nurse Anaethetist	\$ 104	\$ 103.68	\$ 123.51	\$ 123.51
44	Chhoun Daly	Cook	\$ 59	\$ 58.56	\$ 60.87	\$ 60.87
45	Heng Sothearan	Senior Accountant	\$ 270	\$ 269.71	\$ 283.27	\$ 283.27
46	Sokun Sopheakra	Nurse Anaethetist	\$ 156	\$ 156.06	\$ 160.67	\$ 160.67
47	Chan Makara	Chief of OR	\$ 151	\$ 151.44	\$ 156.06	\$ 156.06
48	Sous Leoungsokhalay	Anesthesiologist	\$ 173	\$ 172.72	\$ 180.74	\$ 180.74
49	Chhea Sothea	ENT Surgeon	\$ 229	\$ 229.33	\$ 236.25	\$ 236.25
50	Khun Romanea	Assistant Manager Oph. Dep	\$ 182	\$ 181.73	\$ 188.94	\$ 188.94
51	Ra Sreynun	Physiotherapist	\$ 118	\$ 117.69	\$ 146.54	\$ 146.54
52	Sbaung khema	X-Ray Technician	\$ 101	\$ 100.96	\$ 129.81	\$ 129.81
53	Yem Chhengleang	PG Tailor	\$ 87	\$ 87.40	\$ 91.73	\$ 91.73
54	Uk Dany	Cleaner	\$ 84	\$ 84.23	\$ 89.42	\$ 89.42
55	Kim YongJune	Surgeon	\$ 112	\$ 112.40	\$ 160.23	\$ 160.23
56	Thon Buntheoun	MEC Coordinator	\$ 149	\$ 148.56	\$ 152.88	\$ 152.88
57	Touch Sokdavy	Manager of ENT. Dept	\$ 285	\$ 285.29	\$ 291.06	\$ 291.06
58	Heang Oy	Surgeon	\$ 337	\$ 337.21	\$ 353.94	\$ 353.94
59	Kea Lychheang	Ophthalmic Assistant	\$ 69	\$ 68.94	\$ 72.98	\$ 72.98
60	Phar Sophorn	Bio-Medical Engineeer	\$ 194	\$ 194.42	\$ 205.96	\$ 205.96
61	Ban Sokkieng	Nurse ENT	\$ 90	\$ 90.00	\$ 118.85	\$ 118.85
62	Phin Thearun	Bio-Medical Engineeer	\$ 180	\$ 180.00	\$ 190.67	\$ 190.67





No.	Titl	Staff Name	Position	Status	
<b>The Management (2)</b>					
1	Dr.	James G. Gollygly	CEO and Director		
2	Mrs.	Kanyapak Reinvetch	CFO and Director		
<b>Stakeholder Relations (2)</b>					
3	Ms.	Christine Jacobson	Stakeholder Relations Officer		stop
4	Ms.	Lindsay Bownik	Stakeholder Relations Officer		
<b>Reconstructive Surgery Department (28)</b>					
5	Dr.	Heang Oy	Manager		
6	Dr.	Keo Vanna	Surgeon		
7	Dr.	Soum Ratha	Surgeon		stop
8	Dr.	Ken Long	Surgeon		
9	Dr.	Pogn Sopheap	Surgeon		
10	Dr.	Tho Ly	Surgeon		stop
11	Dr.	Ou ChengNgiep	Surgeon	part-time	
12	Dr.	Keo Yemmony	Surgeon	part-time	
13	Dr.	Tea SokLeng	Surgeon	part-time	
14	Dr.	Kim Yong June	Surgeon	part-time	
15	Dr.	Hourt Pich	Assistant Surgeon Trainee	part-time	
16	Dr.	James Shelton	Orthopedic Fellow		
17	Dr.	Sara Shelton	Orthopedic Fellow		
18	Dr.	Lee Linghong	Orthopedic Fellow		stop
19	Dr.	Chamroeun Phallida	DES Surgery Trainee	DES Surgery	stop
20	Dr.	Ea Menghort	DES Surgery Trainee	DES Surgery	stop
21	Dr.	Oeng Sampor	DES Surgery Trainee	DES Surgery	stop
22	Dr.	Seng Kaing	DES Surgery Trainee	DES Surgery	stop
23	Dr.	Ly Hokleang	DES Surgery Trainee	DES Surgery	stop
24	Dr.	Uy Layhour	DES Surgery Trainee	DES Surgery	stop
25	Dr.	Taing Leangchhun	DES Surgery Trainee	DES Surgery	stop
26	Dr.	Heng Lymeymey	DES Surgery Trainee	DES Surgery	stop
27	Dr.	Kit Bunvath	DES Surgery Trainee	DES Surgery	stop
28	Dr.	Seng Vuthy	DES Surgery Trainee	DES Surgery	stop
29	Dr.	Nhek Rathanavong	DES Surgery Trainee	DES Surgery	stop
30	Dr.	Chan Sanha	DES Surgery Trainee	DES Surgery	
31	Dr.	Ouk Sovanvichetra	DES Surgery Trainee	DES Surgery	
32	Dr.	Bunly Bunnarith	DES Surgery Trainee	DES Surgery	
<b>Reconstructive Nurse Unit (19)</b>					
33	Mr.	Kim Yinna	Head of Reconstructive Nurse Unit		
34	Mr.	Chan Maraka	Senior Nurse		
35	Ms.	Horm Sophal	Senior Nurse		stop
36	Mr.	You Sokhom	Senior Nurse		
37	Mr.	Yun Vanna	Nurse		
38	Ms.	Theng Sothybormey	Nurse		
39	Mr.	Tong Vichhay	Nurse		
40	Ms.	Chheang Ysean	Nurse		
41	Ms.	Thou Romduol	Nurse		
42	Ms.	Pring Rina	Nurse		
43	Mr.	Tha Chandara	Nurse		
44	Ms.	Doung Thavry	Nurse		
45	Mr.	Chhorn Dara	Junior Nurse		
46	Ms.	Mong Sreypov	Junior Nurse		
47	Ms.	Hin Pisey	Junior Nurse		stop
48	Ms.	Kim Theary	Junior Nurse		stop

49	Mrs.	Em Hang	Support Medical Staff		
50	Mrs.	Yim Chheng Leang	PG Tailor		
51	Mr.	Sbaung Khema	X'ray Technician		
52	Mr.	Sem Sambath	X'ray Technician		
<b>Physiotherapy Unit (3)</b>					
53	Mr.	Tuon Phea	Senior Physiotherapist		
54	Mrs.	Ra Srey Non	Physiotherapist		
55	Mr.	Hy Seyha	Physiotherapist		stop
<b>Laboratory Unit (3)</b>					
56	Mr.	Ly Phanny	Senior Laboratory Technician		stop
57	Mr.	Prum Rith	Laboratory Technician		
58	Mr.	Soun Hoksear	Laboratory Technician		
<b>Anaesthesiology Department (30)</b>					
59	Mr.	Kong Kop	Manager		
60	Dr.	In Sovutheara	Anesthesiologist		
61	Dr.	Meas Sophal	Anesthesiologist		
62	Dr.	Dun Norin	Anesthesiologist		
63	Dr.	Yong Sophoanarith	Anesthesiologist		
64	Dr.	Sous LeoungSokhalay	Anesthesiologist		
65	Dr.	Theme Reangsey	Anesthetist Trainee		
66	Dr.	Naomi Ting Sing Jiun	Anesthetist Fellow		stop
67	Dr.	Rin Vanreach	DES Anesthetist Trainee	DES Anes.	stop
68	Dr.	Pring Kimchhey	DES Anesthetist Trainee	DES Anes.	stop
69	Dr.	Tan Valy	DES Anesthetist Trainee	DES Anes.	stop
70	Dr.	Sar Chandara	DES Anesthetist Trainee	DES Anes.	stop
71	Dr.	Chheang Panha	DES Anesthetist Trainee	DES Anes.	stop
72	Dr.	Hok Lyheang	DES Anesthetist Trainee	DES Anes.	stop
73	Dr.	Nheb Wichny	DES Anesthetist Trainee	DES Anes.	stop
74	Dr.	Nhet Phirun	DES Anesthetist Trainee	DES Anes.	stop
75	Dr.	Bun Aphivat	DES Anesthetist Trainee	DES Anes.	stop
76	Dr.	Y Sonita	DES Anesthetist Trainee	DES Anes.	stop
77	Mr.	Chum Han (Hrly)	Nurse Anaesthetist	part-time	
78	Mr.	Tin Eat (Hrly)	Nurse Anaesthetist	part-time	
79	Mr.	Chrin Savoeun	Nurse Anaesthetist		
80	Mrs.	Sokun Sopheaktra	Nurse Anaesthetist		
81	Mr.	Ut Daro	Nurse Anaesthetist		
82	Mr.	Tong Vicchorn	Nurse Anaesthetist		
83	Mr.	Chhuon Sopheak	Nurse Anaesthetist		
84	Mr.	Um Sothea	Nurse Anaesthetist		
85	Mr.	Prum Seyla	Nurse Anaesthetist Trainee		
86	Mr.	Noun Vichet	Nurse Anaesthetist Trainee		
87	Mrs.	Pun Sreyroth	Nurse Anaesthetist Trainee		stop
88	Ms.	Vong Vanndy	Nurse Anaesthetist Trainee		stop
<b>ENT Department (10)</b>					
89	Dr.	Touch Sokdavy	ENT Surgeon		
90	Dr.	Chhea Sothea	ENT Surgeon Trainee		
91	Dr.	Sroun KimHout	ENT Surgeon Trainee	part-time	
92	Mrs.	Ban Sokkieng	ENT Nurse		
93	Ms.	Soeung Dany	ENT Nurse		
94	Ms.	Soeurn Sreymouy	ENT Nurse		
95	Mrs.	Ham Leakhena	ENT Nurse		stop
96	Mrs.	Hai Danika	ENT Nurse		
97	Mr.	Yut Samnang	Speech Therapist		
98	Ms.	Toun Savin	Speech Therapist Trainee		stop

<b>Ophthalmology Department (9)</b>				
99	Mrs.	Bee Sokngin	Manager of Ophthalmology Dept.	
100	Mr.	Khun Romanea	Assistant Manager of Oph. Dept	
101	Dr.	Chhour Long (Hrly)	Ophthalmologist	part-time
102	Dr.	Lay ChanDira	Ophthalmologist	
103	Dr.	Sea Bunseng	Ophthalmologist	stop
104	Dr.	Ouk Soleaphy	Ophthalmologist	half-time
105	Dr.	Wey Vathana	Ophthalmologist Trainee	
106	Dr.	Chhat Soksakada	Ophthalmologist Trainee	part-time
107	Dr.	Chhun Sambath	Ophthalmologist Trainee	
<b>Ophthalmic Nurse Unit (13)</b>				
108	Ms.	Kong Chanthy (Hrly)	Ophthometrist	part-time
109	Ms.	Noch Channy	Chief of Ophthalmic OR	
110	Mrs.	Ros Sophy	Senior Ophthlmic Nurse	
111	Mr.	Sao Moeun	Ophthalmic Nurse	
112	Mr.	Sem Ratha	Ophthalmic Nurse	
113	Ms.	Sun Yannak	Ophthalmic Nurse	
114	Mr.	Tep Buntherm	Ophthalmic Nurse	stop
115	Ms.	Chhorn Chhaylim	Junior Ophthalmic Nurse	
116	Ms.	Ban Sotheany	Junior Ophthalmic Nurse	
117	Ms.	Sor Sokra	Junior Ophthalmic Nurse	
118	Ms.	Chhun Lina	Junior Ophthalmic Nurse	stop
119	Ms.	Mong Pichmony	Junior Ophthalmic Nurse	stop
120	Mr.	Tep Tola	Junior Ophthalmic Nurse	stop
<b>Ophthalmic Assistant (3)</b>				
121	Mrs.	Cheang Somphea	Ophthalmic Assistant	stop
122	Mr.	Kea Lychheang	Ophthalmic Assistant	
123	Ms.	Lim KamSort	Ophthalmic Assistant	
<b>Administration Department (1)</b>				
124	Mr.	Sok Menglong	Administration Manager	
<b>Inventory Unit (2)</b>				
125	Mr.	Phal Sothea	Senior Inventory Officer	
126	Mr.	Im Panha	Inventory Officer	
<b>Patient Information Unit (10)</b>				
127	Mr.	Som ChanDiman	Senior Patient Information Officer	
128	Mr.	Chan Sameoun	Patient Information Officer	stop
129	Mr.	Ly SivPy	Patient Registrar	
130	Mr.	Soeun Youhort	Data Entry Officer	
131	Mr.	Chamrong Netvisal	Data Entry Officer	
132	Mr.	Mao Hak Senghuot	Data Entry Officer	stop
133	Mr.	Phai Phasak	Data Entry Officer	
134	Mr.	Kheng Rathanak	Data Entry Officer	stop
135	Mr.	Horn Theara	Data Entry Officer	
136	Mr.	Sean Phearith	Data Entry Officer	
<b>Bio-Engineering Unit (12)</b>				
137	Mr.	Jesus A. Cruz	Head of Engineering Unit	
140	Mr.	Kuy Sarith	Senior Building Technician	
139	Mr.	Phin Thearun	Senior Bio-Medical Engineer	
138	Mr.	Phar Sophon	Senior Bio-Medical Engineer	
140	Mr.	Sim Phal	Senior Electrician	
139	Mr.	Buth Buntheoun	Electrician	
141	Mr.	Lay Bunnim	Maintenance	

140	Mr.	Men Simen	Maintenance & Driver		
142	Mr.	Deb Dy	Maintenance & Driver		
143	Mr.	Va Vuthy	Maintenance & Driver		
144	Mr.	Doem Da	Driver/Security/Maintenance (CASC)		
145	Mrs.	Kam Rany	Cook & Cleaner (CASC)		
<b>Cook and Cleaner Unit (11)</b>					
146	Mrs.	Sanh Net	Head of Cook and Cleaner		
146	Mrs.	Seam HongLang (Srey Pov)	Cleaner		
147	Mrs.	Than Siekngim	Cleaner		
148	Ms.	Lim Vanny	Cleaner		
149	Mrs.	Chheng Sreyleak	Cleaner		
150	Mrs.	Ouk Dany (Srey Sor)	Cleaner		
151	Mrs.	Nuon Phally	Cleaner		
152	Mrs.	Chhoun Daly	Cook		
153	Ms.	Nuon Sokkhom	Cook		
154	Mrs.	Leav Simorn	Cook		
155	Mrs.	Leav Srey	Cook		
<b>Finance/Accounting/HR Unit (4)</b>					
156	Ms.	Chhoeng Siengheng	Head of Fin/ Acc/ HR Unit		
157	Mrs.	Heng Sothearan	Senior Accountant		
158	Mr.	Neak Panha	Accountant		
159	Mr.	Thon Buntheoun	MEC Coordinator		
			Part-time staff	11	
			Half-time staff	1	
			Full-time staff	<u>123</u>	
			<b>Total:</b>	<b>135</b>	
			DES Surgery	14	
			DES Anes.	<u>10</u>	
			<b>Total:</b>	<b>24</b>	