



CHILDREN'S SURGICAL CENTRE

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



2020 Annual Report

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Annual Report 2020

Children's Surgical Centre

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Manager of Reconstructive Surgery Department Dr Oy Heang

Manager of Anaesthesiology Department Mr Kong Kop

Manager of Ophthalmology Department Mrs Bee Sokngin

Manager of ENT Department Dr Touch Davy

Manager of Administration Department Mr SokMenglong

President's Report

This past year has been one of the most challenging years for the world and CSC has not been spared. We have been fortunate to have been spared the worst of the pandemic but the social and economic disruption and effects of such will be with us for years to come.

I want to thank the staff and donors who have stood by us during trying times, keeping the good work we do going and continuing to build on the legacy CSC has created. I thank all and particularly single out Dr. Brian Moore and Ms. Ellen Interlandi who have stepped in and filled vital spots in the organization.

I pray 2021 brings continued good news and allows for a resumption of the new normal whatever that shall be. The reprieve of needing to relocate imminently is certainly welcome. I also want to acknowledge and mourn the loss of one of our big supporters and long time board members, Gene Gollogly early in 2021. Gene had a keen wit and understanding of situations and his guidance and support will be sorely missed. Our thoughts and prayers go out to his family and loved ones.

Dr Mark Moser
Board President
Children's Surgical Centre

Chief Executive Officer's Report 2020

Preamble

2020 has been the year of the Covid pandemic, which has really not yet caused much sickness at all in Cambodia. At the time of writing this report on January 15th 2021, the tally of Covid positive cases is published in the newspapers as 398, with no deaths, and the total number of patients recovered is said to be 377. There have been 2 small outbreaks of community spread involving no more than about 50 positive cases, but testing has otherwise been essentially restricted to people entering the country, mainly at the airports. The current number of cases should be increased by the 426 newly quarantined positive cases of migrant workers returning in the last 2 weeks from the outbreak in SamutSakorn province in Thailand, but it seems that the statisticians do not want to do so. In spite of this seeming miniscule medical impact on the country, the economy has suffered drastically from lockdowns, restrictions on tourism, and lack of demand for the garments produced in most of the factories. Vaccines have been ordered but not yet delivered to Cambodia, and there is no firm plan as to when vaccination might commence, so the populace is frightened and has been staying away from hospitals for fear of catching the disease from other patients.

Activity at KienKhleang has been reduced by about 30% in 2020. There were just over 2,500 operations, as compared with almost 4,000 in 2019, and consultations dropped from 33,000 in 2019, to 21,500 in 2020. These figures more or less parallel the experience of most hospitals in Phnom Penh, except for Calmette and the Russian hospitals, which saw increases in patients due to the government giving free care to all government workers at those hospitals. Covid patients are normally confined in the Russian hospital and essentially banned from all other hospitals, but the total numbers of positive cases has been below 400, while the current flux of returning workers from Thailand are being quarantined at the border and not being allowed to reach Phnom Penh until they are released.

Expatriate surgeons only came in the first 2 months of 2020, before entry requirements to Cambodia brought a screeching halt to visitors and tourism in March. Unfortunately, that brought to a stop all the expatriate programs of training, and we have not yet been able to make up for such a lack. More use of surgical videos in the morning meetings and some attendance at virtual conferences have had to substitute for in-person teaching, but it is not particularly effective, and we have noticed a distinct lack of improvement in teaching and training.

Thanks

The Directors of CSC would like to thank all donors for all their assistance during the year. Some donors wish to remain anonymous, but major donors 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.

Dr. Mark Moser was our second largest donor this year, and we are very grateful to him for his generous support every year.

Dave and Kerry Rickards, the DAK foundation, have continued their ongoing financial support, which now mainly comes through their new organization: “**Partners for Equity**”. **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. **Dreyfus Charitable Foundation** for further support this year in the use of Dilantin. **Dr. Andrew Yam**, a hand surgeon in Singapore, who very successfully fundraised for us when the Covid pandemic had taken hold. **Rotary District 3450** of Hong Kong fulfilled their donation promises from last year. **Vision beyond Australia** and **Mr. Indy Singh** have continued to support our cataract surgeries, for which we are most grateful. **Dr. Brian Moore**, and his wife **Ms. Ellen Interlandi**, have been stalwart supporters for the last 10 years, and their help in donations and assistance has been very significant. **Drs. Gus McGrouther** and **Kevin Winkle** have not only come and worked here at least twice a year, but also made significant donations. Similarly, **Mr. Nick Gall** and **Capt. Patrick Blair** have substantially donated financially, although neither has been able to contribute his particular skills. We received very welcome donations from **Japan Heart** and from the **Community Hospital of Monterey Peninsula** this 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 and for having patiently tolerated the changes that Covid brought to our operations.

Contributions by Patients

Donations dropped significantly in both 2019 and 2020. At the meeting in January 2020, the Board of Directors decided that all salaries should be cut by 15%, so this was duly done, and the staff were not happy. As the Covid situation worsened, donations continued to drop precipitously, and salaries were cut by another 40% in April. This caused much unrest and some staff left, but most understood that similar cuts were occurring throughout the Khmer economy, and the prospects were not necessarily brighter anywhere else. The possibility of starting to charge patients had been discussed in the January Board Meeting, but it became a necessity by midyear, and so a virtual Board Meeting was convened, and it was decided that we would begin to ask the patients to pay part of the cost of their care. All other known health NGOs had begun to do the same, so it did not seem too unreasonable. Direction was therefore given that we should work out some sort of pricing system and implement it as of July 1st, 2020.

A simple system was then formulated, without attempting to charge for every single item or service as is done in the West, and a financial counselor (usually a senior nurse) was appointed for each surgical service. This worked out well. The patients were seen by the surgeons and treatment was outlined, and then they were sent to the counselors who explained that after 20 years of offering free service, donations would not support continuing the same way. Prices that would more or less cover the surgery or consultation had been determined, and the counselors asked the patients’ families to pay whatever they could. 50% of the price was suggested if there was doubt the whole amount could be produced,

but any payment was acceptable, and treatment would be provided for free if the family really could not pay or had a “poor card” issued by the government.

Site and Facility Considerations

We have spent the last 12 months expecting to move out of town, and now we hear that the sale of KienKhleang has not gone through, and neither has the new site in AngSnoul yet been developed. At the current asking price for KienKhleang, the Ministry may not be able to sell at all, as the flow of money from China has certainly decreased, and it is doubtful that any other money will be forthcoming to push real-estate development further on the same scale. Many cranes are standing idle, but others are still working away. We do not have a good grasp of the financial affairs of the construction sector in the country, but it seems safe to presume that until the Covid pandemic is much more contained, new development will be on hold. Hence we have painted the walls of the hospital, and done the usual maintenance, but not otherwise attempted to change the facilities.

We are also informed that the possibility of moving further along Route 6A to the Prek Leap National College of Agriculture is still on the table, and the application is at the Ministry for final approval. We await further news.

Numbers of Operations and Consultations

Operations	2014	2015	2016	2017	2018	2019	2020
Rehabilitation	1,556	1,242	1,323	1,426	1,356	1,081	888
Eye	3,634	2,990	3,139	2,383	2,271	2,541	1,579
ENT	160	232	244	209	294	255	199
Total	5,190	4,464	4,706	4,018	3,921	3,877	2,666

Consultations	2014	2015	2016	2017	2018	2019	2020
Rehabilitation	7,121	8,070	5,235	5,552	5,824	4,192	2,675
Eye	13,268	12,582	12,499	14,627	22,767	22,496	14,439
ENT	3,121	3,931	4,824	5,139	6,611	6,320	4,464
Total	20,389	24,583	22,558	25,318	35,202	33,008	21,578

Scope of Services

Eye consultations and operations have taken a significant hit this year from both Covid and the institution of charges for services. Many patients have been too frightened to come to hospitals or clinics for fear of catching Covid and have told us so when they did eventually turn up. Many others have lost their jobs due to factory closures and the lack of foreign tourists, and as expected, this means families have less money than in 2019, so now that

we ask them to consider paying part of the cost of their operation, most patients want to “wait and discuss it with their family.”

In spite of the ups and downs of employment at CSC in 2020, we have lost no staff from the eye department, and Dr. Sakada has now completed his Cambodian Ophthalmic Residency, so is now a specialist and has returned to work full-time at CSC. We therefore now have Drs. Dira and Sakada as specialists and Drs. Sambath and Nuth as trainees. In January, our frequent visitors Drs. Kevin Winkle and Mark Nelson returned, along with Jay Farbman the photographer for SEE, and we had a very good experience with them, again. Partly as a result, Alcon has donated a new “Constellation” phaco machine to us, which is ‘state-of-the-art,” but it has not yet arrived, and they say they will ship it to us in early 2021.

The ENT surgeons have had some changes this year. Dr. Sothea decided that she did not want to continue working as a surgeon but rather wanted to stay home and look after her baby, so she has quit, and we hope that she will return before too long. As a replacement, we have taken on Dr. Samnang, who says she wants to specialize rather than stay as a general doctor, and she currently seems to be doing well. In addition, Dr. Kim is progressing well in her ENT Cambodian residency and comes to work at CSC when she can break away from her other duties. Professor Mood Bhutta returned in January, as did the U. of Melbourne audiometry teams led by Dr. Kelly , preceding Mr. Chris Waterworth. CSC did some appropriate local nursing exams and outreach missions with them. Dr. JB Lecanu’s ENT team came from France in March but because of the quarantine restrictions, visiting surgeons and audiologists from abroad did not appear as planned for the rest of the year, except for Dr. Lia Jacobson, Pediatric ENT, who came in November, braved the quarantine, and had a very useful and productive 2 weeks of work. We have pushed Dr. Davy to learn cleft and other ENT related surgeries, which she has enjoyed, and we hope thus to expand the repertory of our ENT team.

On the rehabilitation surgery side, we had visiting teams in the first 2 months and the activity was humming as usual. Dr. Ken Cheung came again with his team from Hong Kong in January, and a new spinal team from New Zealand came at the beginning of March, consisting of Drs. Michael Barnes, Hamish Deverall and Kelly Byrne. They thoroughly enjoyed their visits, and promised to come again later in the year, but Covid put a damper on those plans. The spinal implants and instruments have been donated by L&K Biomed Co as in previous years, and we are very grateful for their support. Reconstructing Brachial Plexus Injuries (BPI) has continued to develop, and our 2 surgeons were scheduled to present their results at the Asia-Pacific Hand Surgery meeting in Melbourne in March, but this too was cancelled by Covid. Cleft surgery has continued at about the same rate as last year and is one activity which does not seem to have diminished during the pandemic.

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 that we let the patients come to us and operate only in KienKhleang.

Patient Referrals

Patients are referred to us mostly by word of mouth, from relatives, friends, previous doctors and 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.

Equipment Donated and Purchased

Our Kadoorie Fellows, Dr. James Sheldon and his wife, Dr. Sara Dorman, were very enthusiastic collectors of used orthopaedic equipment. They organized a 500kg shipment to arrive while they were here in early 2020, and then another similar shipment has currently been sent and will arrive in Feb 2021. This is very much appreciated by our surgeons. We also finally received the donation of a refurbished C-arm which a German team had sent to a hospital in Vietnam. The Vietnamese government denied it entry and intended to destroy it, but by a concerted effort involving many parties, we finally got it exported from Vietnam and into Cambodia, where we are currently putting it to great use. With the help of our visiting ophthalmic surgeons, Alcon donated a brand-new Constellation phaco machine to us, but it has not yet arrived due to Covid delays.

Visiting Consultants

For the first 10 weeks of 2020 we had the usual number of visiting consultants including Professor Ken Cheung's team and the New Zealand team for spines, Dr. Gavin O'Neill for hips, and Drs. Robin Kamal and Erik Woelber from the USA for hands. Angela Herde also came and picked up again on her work as our expert expatriate physiotherapist. Then Covid hit the world stage and travel seemed to cease for almost everyone. Dr. James Sheldon and his wife, Dr Sara Dorman returned to the UK in January, and before the next Kadoorie Fellow could come out, the pandemic had started. We have some more applicants, but they want to wait until travel is easier. Dr. Saqib Noor finished his fellowship in Toronto in June 2019 but delayed his return along with his wife Anne and their baby, and was caught by the pandemic in England, and now does not plan on coming until the quarantine regulations are eased in Cambodia. Ellen Interlandi took over the SRO's job in November 2020: she is volunteering, along with her husband Dr. Brian Moore in Anaesthesiology..

Visiting Students

There were no foreign visiting medical students in 2020. Several were scheduled to come, but Covid put a stop to those plans.

CSC Staff and Conferences

Our staff attended no international conferences in 2020 due to various Covid constraints, and the North Korean program has not continued. Various organisations have offered virtual conferences, which some of our staff have attended, but most staff do not want to spend money on such experiences.



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

Chief Financial Officer's Report 2020

Preamble

In 2019, CSC had implemented supplementary payments to our staff in compliance with new labor laws Prakas 442 on Wage Payment for Workers/Employees and Prakas 443 on Payment of Seniority Indemnity. CSC paid both supplements to all staff in year 2019, but did not pay either in 2020, as the RCG postponed the supplementary payments due to the impacts of Covid-19 on the economy. We are adding Prakas 442 year 2020 and 2021 payments into the budget for year 2021. For Prakas 443, we are waiting for RCG announcement again in year 2021.

At the end of year 2020, we had 92 staff working with us. 23 Staff had resigned during 2020, for reasons of reduced donations, wages, and patients. We reduced staff salary 15% in the beginning of the year and reduced a further 40% of salary in April, May and June. We need to cut down various operating expenses such as medical consumables, and food for patients because of reduced Income and cash flow. The Inflation rate in Cambodia this year was 2.54%. There will be a new law about Social Security payments for retirement coming out in year 2021.

Income and Expenditures in 2020

In 2020 we had a total Income of USD1.11 Million compared to USD 1.15 Million in year 2019. Our Income was similar to last year's mainly because of revenues from Patient Contributions, totaling \$206,973 from July to December 2020, which supplemented the loss of Income from donations that had been reducing significantly in recent years (from 1,420 Donors in 2017 to 80 Donors in 2020).

Those who donated more than USD \$10,000 in the last 3 years are:

No	Donor Name	2018	2019	2020
1	Watsi.org (USA)	300,751	297,736	270,833
2	Dr. Mark Moser (Canada)	20,266	20,322	100,360
3	DAK Foundation (Rickards) via PFE (Australia)	18,626	199,968	100,000
4	Smile Train (USA)	24,978	45,456	74,000
5	Dreyfus Charitable Foundation (USA)	107,726	60,000	60,000
6	Dr. Andrew Yam (SG)	167	-	45,563
7	Rotary District 3450 (The One) (HK)	-	24,964	25,000
8	Vision Beyond Australia (Australia)	23,785	15,729	15,103
9	Dr. Brian Moore (USA)	-	-	14,187
10	GlobalGiving (Kanya's BD) (USA)	-	-	12,859
11	Gall, Nick (HK)	12,000	12,200	12,000
12	Japan Heart (Cambodia)		6,953	11,266
13	Community Hospital of Monterey Peninsula (USA)	-	-	10,000
14	Dr. Angus McGrouther (SG)	-	-	10,218
15	Dr. Kevin Winkle (USA)	8,000	8,000	10,000

Assets

Total Assets were \$1.14/\$0.98M/\$1.18M, when comparing years 2020/2019/2018, represented by:

1. 8 Bank Accounts totaling \$444,928
2. 4 PayPal Accounts totaling \$35,220
3. Equity Investments (Creative Planning) \$653,407
4. Other Current Assets \$7,400
5. Equipment and Property \$7,921

This year we opened two new accounts with Advanced Bank of Asia (ABA), in USD and KHR (Khmer Riel local currency) because we need to pay a lot of expenses in Khmer Riel nowadays, (such as all utilities), since the RCG started a process of de-dollarization. USD \$5 and USD \$1 bank notes are not used in the market now. The seller will give change only in Khmer Riel. Details can be seen in Statement of Income, Expenditures, and Fund Balance.

Cost Control

We cut spending on a variety of operating expenses, as well as not having to pay staff for Prakas 442 and 443, so while the Budget for year 2020 was \$1,189,755, total Expenditures were \$940,763 (see details in Profit & Loss Budget vs. Actual Report 2020), and we managed to be under budget by \$248,992.

Financial Viability

As the number Donors dropped down a lot this year, we maintained our work and relationships with remaining major Donors such as Watsi, DAK Foundation, Smile Train, Vision Beyond Australia, Japan Heart, Nick Gall, Rotary Club Phnom Penh and various Drs., who came to work with us as usual before the Covid-19 quarantines stated.

Financial Monitoring

Our contract for auditing by PWC ended in year 2019. We are currently getting new auditing quotations for contract years 2020-2022 which will be discusses at the Board Meeting.

Funding Initiatives

We are working on getting local donations and also on improvement of the Patient Contribution Income. We got \$12,859 new funding from GlobalGiving this year.



KanyapakReinvetch
Chief Financial Officer

Children's Surgical Centre
Balance Sheet
As of December 31, 2020

	<u>Dec 31, 20</u>
ASSETS	
Current Assets	
Checking/Savings	
100 · Cambodia Commercial Bank	91,806.61
102 · Wells Fargo CSC (4121)	275,318.85
103 · Wells Fargo Sustain Fund (7835)	8,718.41
106 · Wells Fargo CSC- CK (9074)	946.61
107 · Wells Fargo CSC- ACF (3470)	3,170.60
108 · PayPal (USD Account)	28,256.70
109 · PayPal (AUD in USD)	5,205.49
110 · PayPal (GBP in USD)	1,677.20
111 · PayPal (CAD in USD)	80.35
114 · ACLEDA Credit Card FT (286847)	7,194.72
115 · Advanced Bank of Asia (1829779)	24,221.77
116 · Advanced Bank of Asia (2367369)	33,550.58
150 · Cash on hand	2,827.13
160 · Petty Cash	300.00
Total Checking/Savings	<u>483,275.02</u>
Other Current Assets	
1990 · Equity Investments	
1990-a · Common Stock	579,410.72
1990-b · Money Market	8,073.00
1990-e · Exchange Traded/Closed End Fund	65,923.00
Total 1990 · Equity Investments	<u>653,406.72</u>
1994 · Prepayment Tax & Tax Credit	277.65
1995 · Salary Advance	2,215.00
1997 · Deposits & Pre Pairs	1,780.30
Total Other Current Assets	<u>657,679.67</u>
Total Current Assets	<u>1,140,954.69</u>
Fixed Assets	
1998 · Equipment & Property	7,921.34
Total Fixed Assets	<u>7,921.34</u>
TOTAL ASSETS	<u><u>1,148,876.03</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
21000 · Credit Card Liabilities	2,236.51
22000 · Payroll Taxes Payable	3,625.35
Total Other Current Liabilities	<u>5,861.86</u>
Total Current Liabilities	<u>5,861.86</u>
Total Liabilities	5,861.86
Equity	1,143,014.17
TOTAL LIABILITIES & EQUITY	<u><u>1,148,876.03</u></u>

Children's Surgical Centre				
Profit & Loss Budget vs. Actual				
January through December 2020				
		Actual		
		Jan - Dec 20	Budget	\$ Over Budget
				% of Budget
Ordinary Income/Expense				
Income				
500 · Donations				
	501 · International Donors	834,973.74		
	502 · Local Donations	17,394.90		
	503 · In-Kind Donations	547.90		
	504 · Donations-ACF	5,000.00		
	Total 500 · Donations	857,916.54		
	550 · Interest & Dividends	7,855.13		
	560 · Patient Contribution	212,809.35		
	570 · Other Income	12,176.52		
	580 · Fund Transfer from CASC	26,666.64		
	Total Income	1,117,424.18		
Expense				
40000 · SALARY EXPENSES				
	4D1000 · Ophthalmology Department	76,754.50	88,448.00	-11,693.50
	4D2000 · Reconstructive Surgery Dept	216,719.85	258,946.00	-42,226.15
	4D3000 · ENT Department	35,416.62	41,392.00	-5,975.38
	4D4000 · Anesthesiology Department	87,207.35	93,260.00	-6,052.65
	4I5000 · Admin Department	141,087.83	221,666.00	-80,578.17
	Total 40000 · SALARY EXPENSES	557,186.15	703,712.00	-146,525.85
	41000 · OPERATING EXPENSES			
	4D6000 · Medical Consumables	144,691.81	201,117.00	-56,425.19
	4D7000 · Bio-Med&Building Asset/Maintn	19,391.14	29,400.00	-10,008.86
	4D8000 · Office Equip/Supplies& Printing	6,238.20	6,600.00	-361.80
	4D9000 · Utilities	31,185.09	39,300.00	-8,114.91
	4D10000 · Staff Training	248.98	4,200.00	-3,951.02
	4I11000 · CSC House Expense	12,646.03	15,600.00	-2,953.97
	4I12000 · Vehicle Expenses	23,970.22	37,600.00	-13,629.78
	4I13000 · Staff Insurance (Asia/CPC/NSSF)	54,917.11	55,714.00	-796.89
	4I14000 · Communication	11,210.08	9,268.00	1,942.08
	4I15000 · Professional Fee	7,264.30	6,775.00	489.30
	4I16000 · Bank Charges	4,579.02	12,000.00	-7,420.98
	4I17000 · Med. Waste Magnt (Red Cross)	4,800.00	4,800.00	0.00
	4I18000 · Surgical Exp to CPC-Prolapsus	1,100.00	1,700.00	-600.00
	4I19000 · Org. Fees&Outreach Expenses	26,029.17	26,400.00	-370.83
	4I20000 · Security (Kien Khleang Police)	1,250.00	1,300.00	-50.00
	4I21000 · Cleaning Ministry Premise	100.00	100.00	0.00
	4I22000 · Travelling Expenses	3,323.05	3,600.00	-276.95
	4I23000 · Staff Expenses&Entertainment	14,697.00	20,000.00	-5,303.00
	4I24000 · Other Assets&Depreciation	10,568.76	10,569.00	-0.24
	4D25000 · Grants to New Hope (Sunrise)	5,250.00		
	Total 41000 · OPERATING EXPENSES	383,459.96	486,043.00	-102,583.04
	Total Expense	940,646.11	1,189,755.00	-249,108.89
	Net Ordinary Income	176,778.07	-1,189,755.00	1,366,533.07
Other Income/Expense				
Other Expense				
	4I25001 · Currency Gain (Loss)	1,018.52		
	Total Other Expense	1,018.52		
	Net Other Income	-1,018.52	0.00	-1,018.52
	Net Income	175,759.55	-1,189,755.00	1,365,514.55
				-14.77%

Children's Surgical Centre Payment of Prakas 442 and 443 in 2021						
No	Name	Position	Payment of Seniority Indemnity			
			2021			
			31-Mar-21	30-Jun-21	30-Sep-21	31-Dec-21
1	James G. Gollogly	CEO and Director	\$ 2,753.94	\$ 2,863.85	\$ 2,753.94	\$ 2,863.85
2	Tea Sokleng	Surgeon	\$ 39.60	\$ 57.69	\$ 39.60	\$ 57.69
3	Kim Yinna	Head of Rec. Nurse Unit	\$ 297.12	\$ 312.12	\$ 297.12	\$ 312.12
4	Dun Norin	Anesthesiologist	\$ 167.44	\$ 173.08	\$ 167.44	\$ 173.08
5	Kanyapak Reinvetch	CFO and Director	\$ 983.37	\$ 1,022.88	\$ 983.37	\$ 1,022.88
6	Bee Sokngin	Manager of Oph. Dept	\$ 267.12	\$ 272.60	\$ 267.12	\$ 272.60
7	Em Hong	Support Medical Staff	\$ 85.67	\$ 90.87	\$ 85.67	\$ 90.87
8	Sok Menglong	Administrator Manager	\$ 311.25	\$ 330.00	\$ 311.25	\$ 330.00
9	Ou Chengngiep	Surgeon	\$ 236.65	\$ 259.62	\$ 236.65	\$ 259.62
10	Ros Sophy	Senior Ophthalmic Nurse	\$ 235.96	\$ 247.79	\$ 235.96	\$ 247.79
11	Seam Honglang	Cleaner	\$ 80.48	\$ 82.79	\$ 80.48	\$ 82.79
12	In Sovutheara	Anesthesiologist	\$ 314.21	\$ 331.73	\$ 314.21	\$ 331.73
13	Thun Siekngim	Cleaner	\$ 80.48	\$ 85.38	\$ 80.48	\$ 85.38
14	Lim Konsot	Ophthalmic Assistant	\$ 73.27	\$ 77.02	\$ 73.27	\$ 77.02
15	Sim Phal	Electric Technician	\$ 173.08	\$ 181.73	\$ 173.08	\$ 181.73
16	Yut Samnang	Speechtherapist	\$ 76.56	\$ 86.54	\$ 76.56	\$ 86.54
17	Noch Channy	Senior Ophthalmic Nurse	\$ 151.44	\$ 158.94	\$ 151.44	\$ 158.94
18	Keo Yemmony	Surgeon	\$ 12.80	\$ 28.85	\$ 12.80	\$ 28.85
19	Leav Simorn	Cook	\$ 82.50	\$ 87.40	\$ 82.50	\$ 87.40
20	Som Chandiman	Senior Patient Inf. Officer	\$ 203.65	\$ 215.77	\$ 203.65	\$ 215.77
21	Kong Chanthy	Ophthalmologist	\$ 43.77	\$ 57.69	\$ 43.77	\$ 57.69
22	Men Simen	Maintenance & Driver	\$ 102.98	\$ 107.02	\$ 102.98	\$ 107.02
23	Prum Rith	Laboratory Technician	\$ 133.85	\$ 144.23	\$ 133.85	\$ 144.23
24	Chrin Saveoun	Nurse Anaesthetist	\$ 192.40	\$ 196.15	\$ 192.40	\$ 196.15
25	Toun Phea	Senior Physiotherapist	\$ 214.90	\$ 227.88	\$ 214.90	\$ 227.88
26	Ly Sivpy	Patient Registrar	\$ 76.15	\$ 78.46	\$ 76.15	\$ 78.46
27	Chum Han	Nurse Anaesthetist	\$ 34.85	\$ 57.69	\$ 34.85	\$ 57.69
28	Meas Sophal	Anesthesiologist	\$ 258.17	\$ 263.37	\$ 258.17	\$ 263.37
29	Sao Meoun	Ophthalmic Nurse	\$ 85.88	\$ 100.96	\$ 85.88	\$ 100.96
30	Yong Sophaonarath	Anesthesiologist	\$ 56.49	\$ 72.12	\$ 56.49	\$ 72.12
31	You Sokhom	Chief of Instrument	\$ 148.56	\$ 154.62	\$ 148.56	\$ 154.62
32	Kuy Sarith	Building Technician	\$ 187.50	\$ 198.75	\$ 187.50	\$ 198.75
33	Deb Dy	Maintenance	\$ 62.02	\$ 66.35	\$ 62.02	\$ 66.35
34	Lay Chandira	Ophthalmologist	\$ 272.60	\$ 283.56	\$ 272.60	\$ 283.56
35	Chhoun Sopheak	Nurse Anaesthetist Trainee	\$ 118.85	\$ 122.31	\$ 118.85	\$ 122.31
36	Tin Eat	Nurse Anaesthetist	\$ 23.97	\$ 28.85	\$ 23.97	\$ 28.85
37	Sokun Sopheaktra	Nurse Anaesthetist	\$ 156.06	\$ 160.67	\$ 156.06	\$ 160.67
38	Chan Makara	Chief of OR	\$ 151.44	\$ 158.94	\$ 151.44	\$ 158.94
39	Sous Leoungsokhalay	Anesthesiologist	\$ 183.09	\$ 201.92	\$ 183.09	\$ 201.92
40	Khun Romanaea	Assistant Manager Oph. De	\$ 181.73	\$ 188.94	\$ 181.73	\$ 188.94
41	Uk Dany	Cleaner	\$ 84.23	\$ 89.42	\$ 84.23	\$ 89.42

No	Name	Position	Payment of Seniority Indemnity			
			2021			
			31-Mar-21	30-Jun-21	30-Sep-21	31-Dec-21
42	Kim YongJune	Surgeon	\$ 163.71	\$ 173.08	\$ 163.71	\$ 173.08
43	Thon Buntheoun	MEC Coordinator	\$ 148.56	\$ 152.88	\$ 148.56	\$ 152.88
44	Touch Sokday	Manager of ENT. Dept	\$ 285.29	\$ 291.06	\$ 285.29	\$ 291.06
45	Heang Oy	Surgeon	\$ 337.21	\$ 347.31	\$ 337.21	\$ 347.31
46	Kea Lychheang	Ophthalmic Assistant	\$ 68.94	\$ 72.40	\$ 68.94	\$ 72.40
47	Phar Sophorn	Bio-Medical Engineer	\$ 194.42	\$ 204.23	\$ 194.42	\$ 204.23
48	Ban Sokkieng	Nurse ENT	\$ 90.00	\$ 95.48	\$ 90.00	\$ 95.48
49	Phin Thearun	Bio-Medical Engineer	\$ 180.00	\$ 190.67	\$ 180.00	\$ 190.67
50	Tong Vichhorn	Nurse Anaethetist Trainee	\$ 120.00	\$ 123.46	\$ 120.00	\$ 123.46
51	Um Sothea	Nurse Anaethetist Trainee	\$ 124.90	\$ 128.65	\$ 124.90	\$ 128.65
52	Ut Daro	Nurse Anaethetist Trainee	\$ 120.00	\$ 123.46	\$ 120.00	\$ 123.46
53	Leav Srey	Cook	\$ 60.00	\$ 63.46	\$ 60.00	\$ 63.46
54	Kong Kop	Manager of Ana. Dept	\$ 178.27	\$ 181.73	\$ 178.27	\$ 181.73
55	Va Vuthy	Maintenance	\$ 55.10	\$ 56.83	\$ 55.10	\$ 56.83
56	Im Panha	Inventory Officer	\$ 87.40	\$ 92.60	\$ 87.40	\$ 92.60
57	Sroun Kimhout	ENT Surgeon	\$ 23.12	\$ 28.85	\$ 23.12	\$ 28.85
58	Chheang Ysean	Nurse	\$ 35.29	\$ 57.69	\$ 35.29	\$ 57.69
59	Seoung Dany	Nurse	\$ 90.00	\$ 95.48	\$ 90.00	\$ 95.48
60	Tong Vichhay	Nurse	\$ 86.54	\$ 90.00	\$ 86.54	\$ 90.00
61	Pring Rina	Nurse	\$ 69.81	\$ 86.54	\$ 69.81	\$ 86.54
62	Soeum Sreymouy	Nurse ENT	\$ 86.54	\$ 91.73	\$ 86.54	\$ 91.73
63	Sun Yanak	Ophthalmic Nurse	\$ 157.50	\$ 163.85	\$ 157.50	\$ 163.85
64	Chhoeng Siengheng	Internal Auditor	\$ 28.85	\$ 30.58	\$ 28.85	\$ 30.58
65	Lim Vanny	Cleaner	\$ 55.10	\$ 58.27	\$ 55.10	\$ 58.27
66	Tha Chandaara	Nurse	\$ 67.79	\$ 86.54	\$ 67.79	\$ 86.54
67	Chhat Soksakada	Ophthalmological Trainee	\$ 60.78	\$ 259.62	\$ 60.78	\$ 259.62
68	Chhun Sambath	Ophthalmological Trainee	\$ 145.67	\$ 151.44	\$ 145.67	\$ 151.44
69	Nuon Phally	Cleaner	\$ 55.10	\$ 58.27	\$ 55.10	\$ 58.27
70	Horn Theara	Data Entry Officer	\$ 55.10	\$ 56.25	\$ 55.10	\$ 56.25
71	Hai Danika	Nurse ENT	\$ 66.35	\$ 86.54	\$ 66.35	\$ 86.54
72	Them Reangsey	Anesthesiologist Trainee	\$ 144.23	\$ 150.00	\$ 144.23	\$ 150.00
73	Pogn Sopheap	Surgeon	\$ 259.62	\$ 270.00	\$ 259.62	\$ 270.00
74	Ken Long	Surgeon	\$ 288.46	\$ 300.00	\$ 288.46	\$ 300.00
75	Sanh Net	Head of Cook and Cleaner	\$ 144.23	\$ 148.56	\$ 144.23	\$ 148.56
76	Phai Phasak	Data Entry Officer	\$ 55.10	\$ 58.27	\$ 55.10	\$ 58.27
77	Chhorn Chaylim	Nurse	\$ 66.35	\$ 86.54	\$ 66.35	\$ 86.54
78	Suon Hoksear	Laboratory Technician	\$ 100.96	\$ 107.02	\$ 100.96	\$ 107.02
79	San Sotheany	Nurse	\$ 66.35	\$ 86.54	\$ 66.35	\$ 86.54
80	Noun Vichet	Nurse	\$ 66.35	\$ 86.54	\$ 66.35	\$ 86.54
81	Mong Sreypov	Nurse	\$ 66.35	\$ 86.54	\$ 66.35	\$ 86.54
82	Neak Panha	Accountant	\$ 129.81	\$ 152.88	\$ 129.81	\$ 152.88

CSC Staff List 2020

No.	Title	Staff Name	Position
The Management (2)			
1	Dr.	James G. Gollogly	CEO and Director
2	Mrs.	Kanyapak Reinvetch	CFO and Director
Stakeholder Relations (1)			
3	Mrs.	Ellen Louise Interlandi	Stakeholder Relations Officer
Reconstructive Surgery Department (8)			
4	Dr.	Heang Oy	Manager
5	Dr.	Ken Long	Surgeon
6	Dr.	Pogn Sopheap	Surgeon
7	Dr.	Ou ChengNgiep (Hrly)	Surgeon
8	Dr.	Keo Yemmony (Hrly)	Surgeon
9	Dr.	Tea SokLeng (Hrly)	Surgeon
10	Dr.	Kim Yong June	Surgeon
11	Dr.	Dr. Kith Bunvath	Plastic Surgeon (Jan2021)
12	DES	Tan Bunnong	DES Trainee
13	DES	Hul Takakpagna	DES Trainee
14	DES	Tep Sereymongkol	DES Trainee
Reconstructive Nurse Unit (13)			
15	Mr.	Kim Yinna	Head of Reconstructive Nurse Unit
16	Mr.	Chan Maraka	Incharge OR
17	Mr.	You Sokhom	Incharge Instrument
18	Mr.	Soeng Piseth	Support Medical Staff (Instrument Room)
19	Mr.	Tong Vichhay	Nurse
20	Ms.	Chheang Ysean	Nurse
21	Ms.	Pring Rina	Nurse
22	Mr.	Tha Chandara	Nurse
23	Ms.	Mong Sreypov	Nurse
24	Ms.	Oel Romduol	Nurse
25	Ms.	Horn Limey	Junior Nurse
26	Mr.	Ro Sophara	X'ray Technician Trainee
27	Mr.	Men Simen	X'ray Technician Trainee
Physiotherapy Unit (1)			
28	Mr.	Tuon Phea	Incharge Physiotherapist
Laboratory Unit (2)			
29	Mr.	Prum Rith	Incharge Lab Technician
30	Mr.	Soun Hoksear	Laboratory Technician
Anaesthesiology Department (17)			
31	Mr.	Kong Kop	Manager of Anesthesiology

32	Dr.	In Sovutheara	Anesthesiologist
33	Dr.	Meas Sophal	Anesthesiologist
34	Dr.	Dun Norin	Anesthesiologist
35	Dr.	Yong Sophoanarith (Hrly)	Anesthesiologist
36	Dr.	Sous LeoungSokhalay (Hrly)	Anesthesiologist
37	Dr.	Dr. Brian Dean Moore	Anesthesiologist Trainer
38	Dr.	Theme Reangsey	Anesthesiological Trainee
39	Mr.	Chum Han (Hrly)	Nurse Anaethetist
40	Mr.	Tin Eat (Hrly)	Nurse Anaethetist
41	Mr.	Chrin Savoeun	Nurse Anaethetist
42	Mrs.	Sokun Sopheaktra	Nurse Anaethetist
43	Mr.	Ut Daro	Nurse Anaethetist
44	Mr.	Tong Vichhorn	Nurse Anaethetist
45	Mr.	Chhuon Sopheak	Nurse Anaethetist
46	Mr.	Um Sothea	Nurse Anaethetist
47	Mr.	Noun Vichet	Nurse Anaethetist Trainee
ENT Department(8)			
48	Dr.	Touch Sokdavy	ENT Surgeon
49	Dr.	Thy Samnang	ENT Surgeon Trainee
50	Dr.	Sroun KimHout	ENT Surgeon Trainee
51	Mrs.	Ban Sokkieng	ENT Nurse
52	Ms.	Soeung Dany	ENT Nurse
53	Ms.	Soeurn Sreymouy	ENT Nurse
54	Mrs.	Hai Danika	ENT Nurse
55	Mr.	Yut Samnang	Speech Therapist
Ophthalmology Department (7)			
56	Mrs.	Bee Sokngin	Manager of Ophthalmology Dept.
57	Mr.	Khun Romanea	Assistant Manager of Oph. Dept
58	Dr.	Chhour Long (Hrly)	Ophthalmologist
59	Dr.	Lay ChanDira	Ophthalmologist
60	Dr.	Chhat Soksakada	Ophthalmologist
61	Dr.	Chhun Sambath	Ophthalmological Trainee
62	Dr.	Ly Chanthanute	Ophthalmological Trainee
Ophthalmic Nurse Unit (7)			
63	Ms.	Kong Chanthy (Hrly)	Ophthometrist
64	Ms.	Noch Channy	Chief of Ophthalmic OR
65	Mrs.	Ros Sophy	Senior Ophthlmic Nurse
66	Mr.	Sao Moeun	Ophthalmic Nurse
67	Ms.	Sun Yannak	Ophthalmic Nurse
68	Ms.	Chhorn Chhaylim	Ophthalmic Nurse
69	Ms.	San Sotheany	Ophthalmic Nurse
Ophthalmic Assistant (2)			
70	Mr.	Kea Lychheang	Ophthalmic Assistant
71	Ms.	Lim KamSort	Ophthalmic Assistant

Administration Department (1)			
72	Mr.	Sok Menglong	Administration Manager
Inventory Unit (1)			
73	Ms.	Keo Lanh	Inventory Officer
Patient Information Unit (5)			
74	Mr.	Som ChanDiman	Incharge Patient Information Officer
75	Mr.	Ly SivPy	Patient Registrar
76	Mr.	Im Panha	Patient Information Officer for Oph. Dept
77	Mr.	Phai Phasak	Data Entry Officer
78	Mr	Horn Theara	Data Entry Officer
Bio-Engineering Unit (6)			
79	Mr.	Kuy Sarith	Senior Building Technician
80	Mr.	Phin Thearun	Senior Bio-Medical Engineer
81	Mr.	Phar Sophon	Senior Bio-Medical Engineer
82	Mr.	Sim Phal	Senior Electrician
83	Mr.	Deb Dy	Maintenance & Driver
84	Mr.	Va Vuthy	Maintenance & Driver
Cook and Cleaner Unit (9)			
85	Mrs.	Sanh Net	Head of cook and cleaner
86	Mrs.	Seam HongLang (Srey Pov)	Cleaner
87	Mrs.	Than Siekgim	Cleaner
88	Ms.	Lim Vanny	Cleaner
89	Mrs.	Ouk Dany (Srey Sor)	Cleaner
90	Mrs.	Nuon Phally	Cleaner
91	Mrs.	Leav Simorn	Cook
92	Mrs.	Leav Srey	Cook
93	Mrs.	Em Hang	Support Medical Staff
Finance/Accounting/HR Unit (5)			
94	Ms.	Chhoeng Siengheng	Finance/Accounting Checker
95	Ms.	Sutthikamon Tanakrita	Internal Auditor
96	Mr.	Neak Panha	Accountant
97	Ms.	Bunthoeun Somary	Accounting Officer
98	Mr.	Thon Bunthoeun	MEC Coordinator