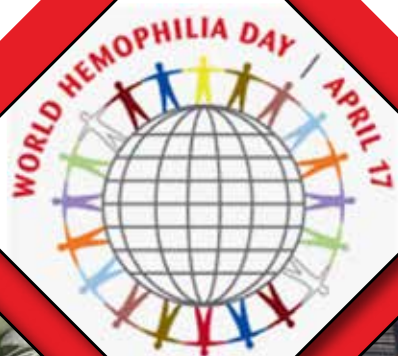


# HAEMOPHILIA

## SOCIETY OF SINGAPORE



**ACCESS**  
**FOR ALL**  
Prevention of bleeds  
AS THE  
GLOBAL  
STANDARD  
OF CARE

# ANNUAL REPORT

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**CONTACT INFORMATION****Registered Address**

Block 704 Bedok Reservoir Road  
#01-3622  
Singapore 470704

**Mailing Address**

Farrer Road P O Box 0273  
Singapore 912810

**Key Bankers**

DBS Bank  
Maybank Singapore Ltd  
CIMB Bank

**Auditors**

TKNP International

**TREATMENT CENTRES****Singapore General Hospital**

Staff-in-charge : Yeam Shin Yen  
Telephone No. : 63213844

**National University Hospital**

Doctor-in-charge : Dr Koh Pei Lin  
Telephone No. : 67725030

**KK Women's & Children's Hospital**

Staff-in-charge : Lim Chiew Ying  
Telephone No. : 63926343

**MANAGEMENT COMMITTEE**

Name	Designation Appointment *	Date of Last Appointment	Attendance at meetings
Chee Chun Woei	President	25 Sep 2022	8/11
Dr Gan Kim Loon	Vice-President	25 Sep 2022	11/11
Lim Keok Kung, Freddy	Honorary Secretary	25 Sep 2022	10/11
See Ek May	Asst. Hon. Secretary	25 Sep 2022	11/11
Wee Ai Choo	Honorary Treasurer	25 Sep 2022	11/11
Ng Teck Hiang	Committee Member	25 Sep 2022	Deceased January 2023
Dr Tan Hooi Hwa	Committee Member	25 Sep 2022	7/11
Tan Gek Cheng	Committee Member	25 Sep 2022	7/11
Tan Kai Em	Committee Member	25 Sep 2022	6/11
Tang Ying Wei	Committee Member	25 Sep 2022	8/8

Elected at \* the 25 September, 2022 Annual General Meeting

**ABOUT****HAEMOPHILIA SOCIETY OF SINGAPORE**

Haemophilia Society of Singapore is a voluntary organisation that was registered under the Charities Act on 17 September, 1986. It was set up by a group of people with haemophilia, parents, healthcare providers and some interested professionals. It is an Institution of Public Character and an affiliated member of the World Federation of Haemophilia.

The Society's main service to its members is to provide subsidies for members' treatment costs at three government hospitals. This is to alleviate the high costs that members often incur following bleeding episodes. Apart from financial assistance, the Society offers support to parents to help them cope with a haemophilic child, promotes home treatment and keeps members abreast of developments in the area of haemophilia care.

**Our Mission**

To ensure that every person with haemophilia receive affordable and safe treatment so as to lead productive lives in Society.

**Our Objectives**

- To help people with haemophilia to achieve their potential.
- To look after the welfare of people with haemophilia.
- To assist with treatment costs.
- To promote public awareness and understanding of haemophilia

**Unique Entity Number (UEN)**

S85SS0047A

**Charity Registration No**

00374

**Society Registration No**

ROS 105/85

## PRESIDENT'S MESSAGE



It is with a deep sense of loss that I begin by acknowledging the passing of one of our esteemed society members, Ng Teck Hiang. Ng Teck Hiang's contributions to our society were immeasurable, and his unwavering dedication, commitment, and expertise will be greatly missed. We extend our heartfelt condolences to his family and friends during this challenging time.

Sadly to inform the Society also lost its young member, 4 year old Harry, last July 2022. We extend our deepest sympathies to his parents Christie and Jimmy Tong.

Earlier this year, with the efforts of the doctors and other stakeholders, a significant milestone is achieved as Factor IX replacement factors were included in the Standard Drug List. While this development ensures easier access to these medications for many of our members, we have become aware of unintended consequences. Members falling under the 70% subsidy threshold now enjoy reduced prices for these treatments. However, those falling under the 50% subsidy threshold are facing increased costs. In response to this issue, we have addressed a letter to the Agency for Care Effectiveness (ACE), highlighting the implications for our members. We are pleased to inform you that ACE has brought this matter to the attention of the Ministry's financial group for review. We hope that this review will lead to a fair resolution, ensuring that all our members can access the necessary treatments at an affordable price.

In the realm of medical advancements, I am delighted to share some positive news. We have moved one step closer to the realization of Gene Therapy, a groundbreaking treatment that holds immense promise for individuals with haemophilia. Pfizer has recently signed a Memorandum of Understanding (MoU) with the SingHealth Group, demonstrating their commitment to advancing research and development in this area. Additionally, we have identified Belief Biomed, another group that plans to provide similar treatments at a highly competitive price point. The Haemophilia Society of Singapore has taken the initiative to bring these developments to ACE's attention, emphasizing the significance of ensuring affordable access to these potentially life-changing therapies.

On the topic of funding, I am pleased to express our deep gratitude to the generous donors who have supported us. SymAsia, in particular, has graciously agreed in principle to continue their annual donation of SGD 300,000. Their contribution plays a vital role in enabling us to fulfill our mission and provide essential support to our members. We also wish to acknowledge the collective efforts made during the challenging years of the COVID-19 pandemic. Despite numerous lockdowns and restrictions, we have successfully relaunched our movie campaign, a fundraising initiative that had been on hold for several years. The response from our community is heartening, and we sincerely appreciate everyone's involvement and support.

Last but not least, I would like to draw your attention to an important development regarding a revised Code of Governance for Charities. One of the key change is a maximum term limit of 10 consecutive years for all Board members. The stated intent of this rule is to encourage charities to practise succession planning at the board-level. Consequently, many of the current executive committee members will have to step down, requiring new members to join. We urge our members to consider taking up these critical positions to ensure the continued operation of the society. Without an active and engaged executive committee, we may be compelled to make the difficult decision of ceasing the operations of the Haemophilia Society of Singapore or as a charity. We hope that our members recognize the utmost importance of their participation and step up to contribute to the future success of our society.

In conclusion, despite the challenges we face, the Haemophilia Society of Singapore remains unwavering in our commitment to advocate for our members and pursue advancements in treatment and support. We honor the memory of Ng Teck Hiang, a dedicated member of our board. We continue to address important issues such as the availability of treatment for our member patients at an affordable price, advocate for affordable access to emerging gene therapies. As importantly, we are grateful and will continue to engage with our generous donors. However, we also find ourselves at a critical juncture where the need for new members to join the executive committee is paramount. Let us work together to ensure the continuity and growth of our society, for the benefit of all individuals living with haemophilia in Singapore.

Thank you.

### **Chee Chun Woei**

President

Haemophilia Society of Singapore



# YEAR IN REVIEW : CALENDAR OF EVENTS

## DULCIE WILSON SCHOLARSHIP FUND



Tan Kai Ern and President Chee Chun Woei

Haemophilia Society of Singapore set up the Dulcie Wilson Scholarship Fund in 2010 in memory of the late Mrs Dulcie Wilson, who passed away in 2006. Mrs Wilson would always be remembered as our benefactor who bequeathed a share of her Estate to Haemophilia Society of Singapore for its work with haemophilia members and to assist in areas of need encountered.

The sum of \$20,000.00 was set aside for haemophilia members seeking to pursue studies in a recognized local tertiary institution – university or polytechnic.

In July 2022, Tan Kai Ern was the first recipient to receive the Dulcie Wilson Scholarship for his academic year at Singapore Management University to pursue his Computer Science course. President Chee Chun Woei presented him a cheque of \$3000.00 on 16 July, 2022 at Raffles Town Club and wished Kai Ern every success in his academic pursuit.

## LIFETIME ACHIEVEMENT AWARD



Associate Professor Ponnudurai Kuperan receiving his Lifetime Achievement Award

Haemophilia Society of Singapore sent its congratulatory message to Associate Professor Ponnudurai Kuperan, Emeritus Consultant, Haematology, upon being conferred the 'Lifetime Achievement Award' by the Lee Foundation-National Healthcare Group

(NHG) on 18 October, 2022. He was one of two doctors to receive this top award.

He was recognized for his dedication and pursuit of excellence as Head of Pathology and Laboratory Medicine ( 1997 – 2006 ), Head of Department of Clinical Haematology at Tan Tock Seng Hospital ( 2007 – 2010 ) and his years of teaching both medical undergraduates and postgraduates in Haematology since 1991. He was awarded the Dean's Award for Teaching Excellence at National University of Singapore in 2018/2019.



Talk for HSS Members in June 2011

Haemophilia Society of Singapore's links to Associate Professor Ponnudurai Kuperan dates back to 1991 when he was the Haematologist at National University Hospital. He was a co-opted member of the Society's Executive Committee between 1991 – 1998, representing National University of Hospital. The older haemophilia members would remember "Dr. Kuperan".

He was invited to give a talk "Haemophilia Care – Where Are We now?" to members of the Society on 26 June, 2011. Associate Professor Ponnudurai Kuperan continued to remain in touch and we at the Society record its appreciation for his generous donations for Project Calendar every year and his support of the haemophilia cause.

## WORLD HAEMOPHILIA DAY



World Haemophilia Day April 17, 2023

World Haemophilia Day falls on 17 April of each year. The theme for this April 2023 was "Access For All: Prevention of Bleeds as the global standard of care."

75% of people worldwide suffering from bleeding disorders do not receive adequate treatment or any treatment at all. World Haemophilia Day must continue to raise awareness among people in the community and ensure proper treatment is given where possible wherever they are.

The global bleeding disorder community must be united in its worldwide efforts to bring about more equitable access to care and treatment. Only by doing so, can the community emerge stronger to achieve its shared vision of " Access & Treatment for All ".

## HAEMOPHILIA EVENTS



Group at SAFRA Mt. Faber

On 27 August 2022, KKH held a Virtual Home Infusion Workshop via Zoom. Home Infusion kits were distributed to participants.

On 29 October 2022, SGH Haemophilia/Thalassemia Team organized a BBQ cum

Patient Education Event at SAFRA Mount Faber. It was a great chance to get together after a hiatus of three years owing to the Covid-19 Pandemic. A sharing session on haemophilia gene therapy and treatment by Prof Tien Sim Leng, was followed by a bar-be-que buffet feast, fun games and a lucky draw. Thank you Sister Yeam and the healthcare team for an enjoyable and educational event.

On 15 April 2023, Singapore's 'World Haemophilia Day' was celebrated in collaboration with National University Hospital, KK Women's & Children's Hospital, Singapore General Hospital and Haemophilia Society of Singapore with a Patient Webinar. Two presentations were made by Dr Catherine Hong and Dr Yap Eng Soo. The former spoke on dental care for those with bleeding disorders and the latter on the latest updates in gene therapy for haemophilia. The talks were informative and those who joined benefitted from what was shared. The Organisers were thanked for organising Singapore's World Haemophilia Day celebrations which were held worldwide.



World Haemophilia Day Patient Webinar 15 April, 2023

**Journey with Haemophilia .....Starting School ....**

**Two parents share this phase of their sons' journey.**

**Anston Tan**



Anston at school

As parents of a boy with haemophilia, a bleeding condition that was not commonly known by many, this was a daunting experience which was encountered when Anston started his pre-school years. It was natural for us parents to feel anxious and to worry about how our son would be looked after by others. The pre-school teachers were briefed to help them understand Anston's condition and to allay their fears that like any other child, he may have that inevitable fall while playing and to highlight that any major knocks to the head or deep cuts would require prompt medical attention and for us parents to be informed.

His pre-school years provided a smooth transition for Anston to move on to the "big school" when it was time for his Primary One admission last year. His mother attended the Primary One orientation where she met his teachers and briefed them of his haemophilia condition. They were shared with what had similarly been conveyed to his pre-school teachers. His teachers were assured that Anston did not require any 'extra' attention as we did not want him to feel 'different' from his classmates.

As parents, we taught Anston that he should tell his teachers should his elbow, ankle or knee 'hurt' as these were not 'visible' injuries, unlike falls, cuts or bruises. For any falls or knocks on his head while playing during recess or at the playground, to let teachers know so we can be informed where necessary. Thankfully we have not experienced such 'hiccups' at school!



Anston on a class outing

We have learnt not to be "over-protective" parents, to monitor his every move in order to keep him safe. We believe Anston should be allowed to participate freely in all his class activities. He looks forward to recess with his classmates, his favourite PE lessons and going on class outings. In Primary One, Anston was proud that he received an award for PE!

To enable Anston to minimize disruption to his school attendance, his doctor recommended for him to be on twice weekly prophylaxis. None of his factor products are kept in school and school would notify us for any emergency.

On the whole, we are happy that Anston has adapted well in his school journey. He has made many friends and they have accepted him as "one of us". His haemophilia condition has not prevented him from living like any other normal child in school. That is indeed the positive outcome we want for him.

**Contributed by Anston's father, Wilson Tan**

**Edsel Lian**



Edsel Lian at school

Three years ago, before Edsel started primary school, as parents, we were worried about how he would adapt to the school environment, the large class size compared to his kindergarten ones and the possible injuries that may happen while playing with his classmates at school. While we were anxious, we were mindful that our son should be treated like any other normal primary one child.

Although he has the haemophilia condition, we did not want him to be excused from physical activities where possible. From our past experiences in his pre-school years, when he was exempted from participating or where he was given "special privileges" to have a padded seat for example, Edsel felt "isolated" and that affected his socializing with the other children.

Before the start of his Primary One school term, we met his form teachers to explain about his haemophilia condition and how it affected him. His teachers were told that like other children, Edsel may have that occasional fall while playing or some minor scrapes without much bleeding. However, if the cuts are deep with profuse bleedings that warranted medical attention, his parents would need to be informed. Of importance for teachers to note, were knocks to the head which should be reported to parents. Our contact numbers were given to the teachers and the school office in case of any emergency. We also sought the school's permission to store some of Edsel's factor products in the General Office to facilitate any infusion that may be required. The school was supportive and we were grateful for their kind assistance.

At our end, we often remind Edsel to be careful at school and to alert his teachers if he feels unwell or experience pain. He has adjusted to his school routine, going for recess with his classmates, eating his favourite food, participating in class activities and leading a normal school life.

To keep Edsel protected from bleeding episodes, he is given weekly prophylaxis. There were however some instances where Edsel experienced a bleed or two, from PE activities or falls. This was usually informed to us "after school" and we would infuse him promptly to minimize bleed to the affected area. He would then be excused from PE until he recovers.

Edsel is now in Primary Three. With all the preparations in place at the start of each school year, he attends school with confidence. He is coping well in school and has no interaction problems with classmates. Our initial fears and concerns when Edsel first entered the school phase have lessened. We are happy for him to enjoy his school years minus any stress that may be related to his haemophilia condition.

**Contributed by Edsel's mother, Lim Chew Ling**



At recess with his favourite food



# KEY PROGRAMMES

There are just over 200 people in Singapore registered with haemophilia, mostly males, though women can carry the genetic alteration causing haemophilia. Haemophilia is usually inherited, but one-third of those affected are without any known family history.

Effective treatment for haemophilia is available, but as yet there is no cure. Treatment is very costly and many encounter difficulties meeting the costs. Aid from the Society is rendered to all its members regardless of background, to help alleviate the heavy financial burden.

The key programmes offered by the Society range from treatment subsidies, educational talks, parents' support, fund raising activities and more.

## • Treatment Subsidy



Picture of self-infusion

Haemophilia is treated by replacing the missing clotting factor in the blood. This is done by injecting a product that contains the needed factor into the vein. Bleeding stops when enough clotting factor reaches the affected area.

The Society assists its members with monthly subsidies to defray part of their treatment costs, capped at \$1200 to \$400, depending on products used, for youth/adults and children respectively. The funds raised by the Society are used mainly to fund this programme.

## • Welfare Fund

The Society provides assistance to members with haemophilia facing financial hardships. Requests for aid are approved by the Committee when warranted. Regular reviews are conducted and long term dependency discouraged. Members may be referred to other social agencies for more appropriate help if required.

## • Educational Awards



Jim Lim receiving his Award from President Chee Chun Woei

For 2022, five awards were given to members from primary (1), secondary (1) and JC/Poly (3) at the September 2022 Annual General Meeting. The Haemophilia Society of Singapore is proud of its member, Jim Lim of Temasek Polytechnic for his excellent Polytechnic results in Chemical Engineering. He was placed in the Director's List of the top 15% of students who excelled academically. Jim received the Excellence Award of \$600 from the Society. We wish Jim all the best in his future academic pursuits.

## • Seminars / Talks

Seminars and talks are organised to impart knowledge of haemophilia and to share latest developments from specialists locally and overseas. An on-line Webinar organized for 'Haemophilia Day' was held on 15 April 2023, hosted by National University Hospital, Singapore General Hospital, KK Women & Children's Hospital and Haemophilia Society of Singapore. Two interesting presentations on dental care and gene therapy were shared.

## • Support Group

A Chat Group was initiated to keep parents in touch with one another to share regarding children's bleeds and concerns. It enabled parents to obtain moral support too from one another.

## • Annual General Meeting



President Chee Chun Woei delivering his Message

The 35<sup>th</sup> AGM was held physically for the first time since 2020 owing to Covid-19 which disrupted many of the charities' operations.

For the many who attended, the Medical Alumni Association was a familiar venue where past AGMs were held.



Welcome Tea Reception at AGM

Members had the opportunity to 'catch up' and to interact with one another. President Chee Chun Woei delivered his message of what the haemophilia community could expect in the year ahead.

## • Fund Raising Events

'In Loving Memory of our son, Harry.....' - a Campaign launched by his parents, Jimmy & Christie Tong, from 5 August to 3 September 2022 in the Giving.sg portal. Their four year old son was a member of the Haemophilia Society of Singapore. His parents hoped the Campaign would raise awareness of the haemophilia condition and their appreciation of the support received from the Society.

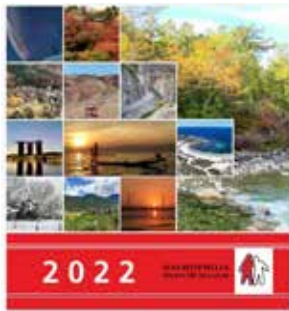


In Loving Memory of our son... Fundraising appeal: Local To Jimmy & Family In Haemophilia Society of Singapore Starts on 05/08/2022 Ends on 03/09/2022

Jimmy and Christie were thanked for the \$20,017 raised by their Campaign for the haemophilia cause.

## \* Project Calendar 2022 / 2023

The Society's main fund raising activity was its Project Calendar during the Covid-19 pandemic years. The government in its effort to help all charities during the 2021/2022 Covid period initiated the Enhanced Fund Raising (EFR) Programme together with Tote Board to offer 'dollar-matching for approved projects to help charities raise funds. Haemophilia Society of Singapore's approved Project Calendar 2022 received the dollar-matching grant of \$160,122 for its financial year 2022/2023. Project Calendar 2022 would always be remembered for achieving the all time high calendar sales/donations of \$160,000!



Project Calendar 2022

For Project Calendar 2023, Mr Daniel T S Kon, was the photographer who kindly shared his incredibly beautiful photographs for 'charitable causes'. He traveled far and wide to capture the beauty of nature as his 'devotional photography' in his journey of life.

Haemophilia Society of Singapore records its grateful thanks to Mr Kon, to our calendar sponsors Mr Wong Chen Liong and two others who requested anonymity and to the many kind and generous donors, all of whom helped to raise almost \$115,000 for Project Calendar 2023.



Project Calendar 2023

**REMEMBERING . . .** *two of our dear members, 4 year old Harry Tong and 51 year old Ng Teck Hiang, both of whom “departed” unexpectedly in 2022 / 2023. May they both Rest in Peace.*



Harry on his tricycle stroller

Our son, Harry, was born on 3 July, 2018. In his four years with us, Harry brought us much joy and happiness. He was a happy child whose innocence, cheerfulness and ‘infectious’ laughter brought smiles to all who knew him.

Recalling the happy times spent with him, one of his favourite phrases that never failed to make us laugh was “ I am so silly; I am so funny”. His favourite YouTube “Blippi” shows brought him immense delight and much laughter. We would see how his eyes sparkle with excitement when playing with his toy cars and drawing his “ smiley faces “ as he was quite a little ‘artist’ in our opinion. Another of his ‘love’ was swimming. He would not hesitate to jump into the pool and was like a “water-baby” without any fear at all.

Unlike other children his age, Harry loved most his vegetables and fruits such as capsicums, carrots, green beans, grapes, strawberries and apple. As his parents, we learned from him to include more vegetables in our diet. One of our treasured memories was that of Harry chomping on his sticks of carrot upon returning from pre-school and enjoying his bath with some of his toys.



Harry enjoying his rice and veggies.

Living with haemophilia was challenging for both Harry and us. We were very fortunate to receive the unwavering support from the Haemophilia Society of Singapore and KK Women & Children’s Hospital. We had an ‘angel’ of a nurse in Chiew Ying, who was a big help during our hospital visits. We appreciated the treatment subsidies from the Society which helped financially. The hospital’s network assured us Harry received the best care for his haemophilia condition. Our grateful thanks to both the Society and the hospital for their unfailing commitment to improving the lives of those with haemophilia.

Aside from treatment subsidies, the Society occasionally organized activities for its members. In May 2019, we signed up for the Pulau Ubin Chek Jawa outing led by the experienced nature guide, Andrew Tay. Harry was the “ youngest “ member – below one year – in that group!

Though Harry may no longer be physically present with us, we would never forget the day when Harry left us so suddenly and unexpectedly – in his sleep. It was certainly hard for us to accept the loss – we miss him dearly. However cherished memories of our life with him were our source of comfort. Harry in his own way taught us from this painful experience to have more compassion, empathy and kindness towards others. We believe Harry’s legacy was for us as we live our life ahead to always share love and spread joy where we can.



Harry and parents at Pulau Ubin outing.

Contributed by **Christie & Jimmy Tong**



Ng Teck Hiang

It was twenty six years ago that I first met Teck Hiang when he attended a Haemophilia Society of Singapore’s Annual General Meeting. He was then a young National University of Singapore’s graduate with the Haemophilia A condition. He heard there was a Society that helped people with haemophilia.

He volunteered his help and became an active member of the Society. He assumed various appointments from being a Committee member to Honorary Secretary/Honorary Treasurer over the years. Teck Hiang in his quiet and unassuming manner, contributed largely in the areas of finance, fund raising and IT related matters.

Back in 2003 and 2004, he attended two overseas Conferences with another haemophilia member, Charles Chee. They represented the Haemophilia Society of Singapore at the 2nd Australasian Haemophilia Conference in Gold Coast, Australia in 2003 and the 2004 World Congress in Thailand. It was an exciting learning experience for them to also hear how haemophilia had impacted the lives of others in the world and where some were unable to receive any treatment at all.



Charles Chee, Andrys Mansor and Ng Teck Hiang at the 2004 World Congress in Bangkok, Thailand.



Family of late Ng Teck Hiang

Teck Hiang’s sudden passing left both family and us in shock and saddened over the loss. He did not succumb to any haemophilia related issues. His family shared that “ he learned to live with his condition since young and managed to lead a normal life “. He had a successful IT career and a beautiful family.

As someone who had worked closely with Teck Hiang over the years, it was especially painful. I shall miss his readiness to help, his generosity, his kind and humble qualities. He supported wholeheartedly all the Society’s projects and last September’s AGM was his last attendance. He never sought any recognition for his contributions.



At his last AGM in September 2022

For Anthony Ang who had known Teck Hiang from their initial years serving in the Committee, “ his passing was so sudden and unexpected. Words cannot convey how heart breaking this was...” Ridzwan who also knew Teck Hiang, shared that the consolation was knowing “ he had gone to a better place where there was no more pain...”.

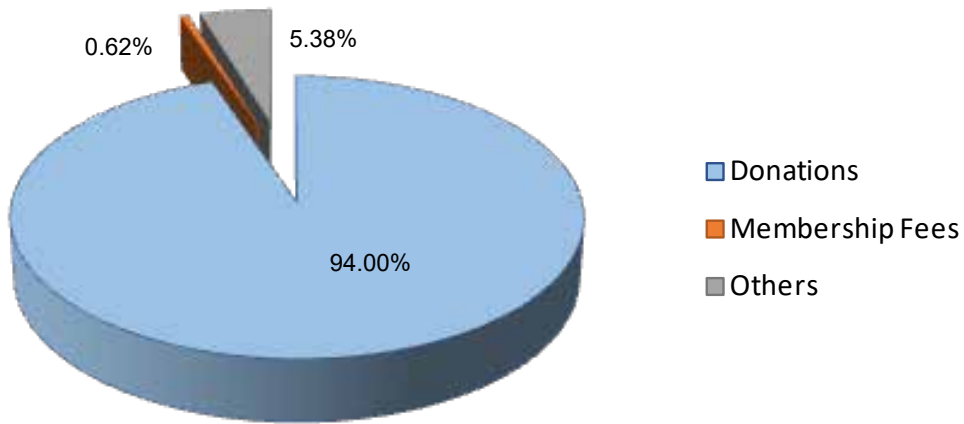
I share Anthony’s sentiment that the “ world has lost a good man.” The Haemophilia Society of Singapore has indeed lost a truly “ dedicated volunteer “.

Contributed by **Wee Ai Choo**



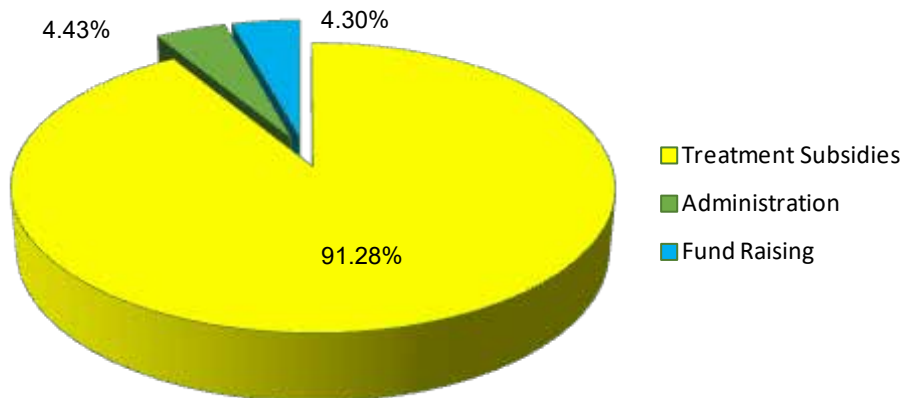
## FINANCIAL INFORMATION SUMMARY

### Breakdown of Total Income 2022 / 2023



Donations	\$623,141.00	94.00%
Membership Fees	\$4,090.00	0.62%
Others	\$35,667.77	5.38%

### Breakdown of Total Expenses 2022 / 2023



Treatment Subsidies	\$309,603.12	91.28%
Administration	\$15,012.63	4.43%
Fund Raising	\$14,580.00	4.30%





## OUR DONORS

## INDIVIDUALS

Alsagoff Faud	Guerrero, Joseph Paolo	Lim Huiy Ling	Pang Hee Yap	Tang Choong Leng, Joe
Ang Ah Yoke	Gui Soo Koon, Dawson	Lim Hwee Khim	Pang Teck Chun	Tang Wee Loke
Ang Bee Chi, Maggie	Gunawan Jasin	Lim Kah Soo	Phua Seok Kian	Tang Ying Wei
Ang Zhaoxi, Glen	Guo Meiyi	Lim Kim Tee	Phung Meei Lin	Tay Hui Ling
Bong Kwee Wee	Hariman Joanne	Lim Lee Keng, Anne	Piang Yin San, Jacqueline	Taye Mervyn
Cahyadi Jeffrey	Heng Chee Chou, Terence	Lim Mei Seng, Priscilla	Poh Beow Kiong (Dr)	Tee Ai Lee
Chan Chen Yi	Heng Edmund	Lim Roger	Poh Soon Leong	Tei Shu Ning, Jerlyn
Chan Lai Sun	Heng Weng Xin	Lim Shew Keng, Lisa	Poh Zi Yang	Teo Ah Cheo
Chan Mee Kiang, Dora	Ho Kwong Soon, Bernard	Lim Shirley	Pong Juan Kiat	Teo Kwok Wah, David
Chan Mei Jun, Joanne	Ho Li Li	Lim Sok Ngin	Pua Chieh Yee, Claire	Teo Zhuan Xin
Chan Sai Mun	Ho S M	Lim Tong Khim	Qian Liwen (Dr)	Teoh Yi Boon
Chan Su Leng	Ho Sau Kuen	Lim Wee Lee	Quay Chew Eng	Tey Siew Ling
Chan Yun Poh	Hongsaranagon, Piti	Lim Yeong Sing	Quek Shao Kin	Thilagaa
Chang Jack	Hoon Yat Meng	Lim Yi Sim, David	Quek Siew Kim, Linda	Toh Hwee Leng, Keith
Chee Jing Jye (Dr)	Huay Kwok Meng	Ling Leong Siung	Quek Sim Pin	Toh Jun Han
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Chen Wei Ching	Illiangovan C K	Loh Joyce	Ramasamy Bharatharun	Toh Seck Gee
Cheng Jie Min	Jasmine	Loh Lili	Ravi/teja Kalyanam	Tong Boon Chye
Cheng Jimmy	Kam Kok Foong	Loh Shu Ching	Salimah	Tong Boon Leong
Cheng Rin	Kan Kam Kheen	Loh Tian Hwee	Say Alison	Tukol K T
Cheong Yue Pui, Henry	Kang Dennis	Long Yuen Har, Margaret	Seah Choo Meng	Vandana
Cher Poh Yoke	Khong May Yue	Low Kwek Voon, Chris	Seah Kok Ann	Vaz Gerard
Chew Aik Kah, Daniel	Khoo Bee Keng (Dr)	Lyen Kenneth (Dr)	See Bee Bee	Wang Chao
Chew Chong Yong	Khoo Mei Ying, Grace	Menard Rouault Isabelle	See Beng Teck (Dr)	Wee Ai Choo
Chew Hwee Koon	Kia Siew Ling, Carolyn	Min Hua	See Ek May	Wee Alison
Chew Sing Bin	Kinman John	Mok Chee Keong	See Pei Chan	Wee Clinton
Chew Wei Chee	Koh Joshua	Muhd. Azrul bin Suparman	Seng Ah Ngoh, Nerine	Wee Connie
Chew Yeow Yong	Koh Kiat Kim, Brian	Muhd. Izzat bin Abdol Rahman	Seng Boon Kheng (Dr)	Wee Derek
Chia Hee Chye	Koh Nan Yu, Alex	Neo Eng Hoe	Seow Jen Yi	Wee Joon Peow
Chia Johnny	Koh Qian Wei	Ng Andrew	Seow Mu Kun, Joshua	Wee Lester
Chia Tian Weng	Koh Zhen Hao	Ng Bing Yuan, Wilson	Seri Mulyani bte Jumadi	Woh Yuan
Chia Yuen Leng, Desiree	Kom Xiao We	Ng Boon Serh	Shuai Shiyu	Wong Chen Liong
Chiang Poh Leong	Kong Wan Loon, Alan	Ng Cheng Cheng	Sim Chin Chuan, Victor	Wong Chi Lun, Allan
Chiang Sau Lin, Flora	Kong Xuan Kang, Aloysius	Ng Chin Ang	Sim Hua Kiew	Wong Chin Loong
Chin Mee Ee	Khoo Peck Hua	Ng Chin Wei, Gavyn	Sim Jun Yan, Javern (Dr)	Wong Kar Wee
Ching Kwong Fai, Alan	Kua Hui Eng	Ng Dih Hann, Simon	Sim Lu Yu, Amanda	Wong Lin Foong
Chng Gek Cheng	Kumar Benedict	Ng Hian Fong	Sin Guan Heng	Wong Mae-ling, Stephanie
Chng Gek Hoong	Kumar Saravanan Vignesh	Ng Hui Fen	Soh Sai Sim, David	Wong Ngjap Hua
Chng Thee Ing	Kuperan Ponnudurai (Dr)	Ng Jim	Solaiman Theresia	Wong Peng How, Alan
Chong Fui Tze, Freda	Kwang Kia Wah, Jimmy	Ng Joie	Soo Justin	Wong Raymond
Choong Thomas	Lam Ching Mei, Joyce (Dr)	Ng Kai Hin	Soo Anston	Wong Seng Nguong, Steven
Chow Bernard	Lam Sean	Ng Khai Choon	Soon Oon Soon	Wong Shu Li, Carrie
Chua Ai Lay, Jaclyn	Lam Soo Lay	Ng Lee Fen, Serene	Tai Serena	Wong Teck Kiong, Nicholas
Chua Lay See	Lee Chai Luan, Connie	Ng May Eng	Tan Chee Kiong	Wong Victor
Chua Meng Pin	Lee Fook Wah, Steven	Ng Peck Hoon, Carina	Tan Choon Yong, Raymond	Wong Yang Ping
Chua Poh Kiang	Lee Hiap Huat	Ng Peik Lan	Tan Chun Long	Wong Yee Chin
Chua Seok Fen	Lee Jun Hin, Kenneth	Ng Shuh Fang	Tan Chyun Yih	Wong Yee Teng, Faith
Chua Seok Khim	Lee Kok Leong	Ng Swee Chai	Tan Ding Yi, Desmond	Woo Chu Sin
Chua Su-Ann	Lee Mei San	Ng Tai Tee	Tan Hong Beng	Yang Si Cheng
Chua Ying Qi	Lee Si Xuan	Ng Teck Hiang	Tan Hong Lee	Yang Xiqi, Flora
Chuah Yuan Qin	Lee Siew Chiung, Christine	Nur Humairah bte Jumari	Tan Hooi Hwa (Dr)	Yap Boon Kim, Pamela
Clarke Louise	Lee Swee Hwa, Dean	Oei-Kim	Tan Hui Choo	Yap Hung Way, Adam
Dharmalingam Sivakumar	Lee Van Sa, Michelle	Oh Maggie	Tan Hwee Lay	Yap Zi Qi
Dian Heng Lian	Lee Wooi Siang	Omar Miri	Tan Jingyi	Yeom Shin Yen
Diep Anna	Leiw Jean	Ong Chuan Leong	Tan Lai Ean, Diane	Yeo Chin Hian, Jason
Dilip Nishant Meher	Lem Yee Teck	Ong Connie	Tan Lai See	Yeo Chin Loo
Eng Meng Chor	Leong Siew Fong	Ong Fui Tse, Shirley	Tan Li Jiuian	Yeo Chung Hwa
Fardallah bin Osman	Li Chee Yen	Ong Hwee Ling	Tan Li Lian, Olga	Yeo See Heng, Shawn
Foo Joanna	Li Hendry	Ong Laureen	Tan Mei Mei	Yeo Yong Chun, Darren
Foo Joo Pin (Dr)	Lian Wei Seng	Ong Lay Choo	Tan Pin Loon, Desmond	Yong Ching Ling, Cely
Fung Eric	Liang Yun Kai	Ong Lee Fong, Maggie	Tan Siew Tin, June	Yong Kuek Siong (Dr)
Fung Hao Shia	Lien Wei Zhen, Victoria	Ong Wei Chuah, Bervyn	Tan Suan Heok	Yoong Lee Yoo
Gan Kim Loon (Dr)	Liew Chin Chuan	Ooi Shui Hing	Tan Tat Chu	Zhang Wei Na
Goh Annie	Liew Hock Meng	Ow Lee Kiang	Tan Wei Tong	Zhang Yafang
Goh Boon Hong	Lim Ah Lay, Judy	Packia	Tan Wilson	Zhang Ying
Goh Hua Hiang	Lim Brenda	Pan Ai Juan	Tan Yean Kai	Zheng Xingyi, Ray
Goh Koon Tho	Lim Chiew Ying	Pan Ai Lian	Tan Yen Yen	
Goh Siew Hong, Priscilla	Lim Freddy	Pan Cheng Lui	Tan Yi Lin	
Goh Siew Lian, Agnes	Lim Hui Cheng, Rita	Pan Hui Yan	Tang Benjamin	
Goh Sok Eng	Lim Hui Ling	Pan Yue	Tang Chee How	

## ORGANISATIONS

SymAsia Foundation Limited  
 Eshcol Pharmaceutical Group (Singapore) Pte Ltd  
 The Estate of Toh Tuan Neo Deceased  
 The Estate of Wong Lan Eng Deceased

Loyang Tua Pek Kong  
 Masterhand Learning Asia Pacific LLP  
 Roche Diagnostics Asia Pacific Pte Ltd  
 Hillgrove Secondary School

Novo Nordisk Pharma  
 Intelleigen Legal LLC  
 Singapore Totalisator Board



## CODE OF GOVERNANCE: EVALUATION CHECKLIST FOR HAEMOPHILIA SOCIETY OF SINGAPORE

### **Submission Form for Governance Evaluation Checklist (Intermediate Tier)**

Please note that this checklist is based on the Code of Governance (2017).

**Instructions:** Please fill out the boxes. Input the explanation if the selection is non-compliance for each field.

Applicable to charities with gross annual receipts or total expenditure **from \$500,000 to less than \$10 million;**

And IPCs with gross annual receipts or total expenditure of less than \$500,000.

S/N	Code Guidelines	Code ID	Response <i>(select whichever is applicable)</i>	Explanation <i>(if Code guideline is not complied with)</i>
<b>BOARD GOVERNANCE</b>				
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	
	Are there governing board members holding staff <sup>1</sup> appointments? (skip items 2 and 3 if "No")		No	
2	Staff does not chair the Board and does not comprise more than one third of the Board	1.1.3		
3	There are written job descriptions for the staff's executive functions and operational duties, which are distinct from the staff's Board role.	1.1.5		
4	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years.  If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	
5	All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years.	1.1.8	Complied	
6	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	
<b>CONFLICT OF INTEREST</b>				
7	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied	
8	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	

<b>STRATEGIC PLANNING</b>				
9	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
<b>HUMAN RESOURCE AND VOLUNTEER<sup>2</sup> MANAGEMENT</b>				
10	The Board approves documented human resource policies for staff.	5.1	Not Complied	"Not Applicable. The Board are all not paid and there are no paid staff."
11	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	
12	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Not Complied	"Not Applicable. The Board are all not paid and there are no paid staff."
<b>FINANCIAL MANAGEMENT AND INTERNAL CONTROLS</b>				
13	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Not Complied	"Not Applicable. The Charity's documented policies are only for its core charitable programme."
14	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
15	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	"The Society has its Operation Manual in place for the management of the Society."
16	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Not Complied	Not Applicable
17	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 18 if "No")		Yes	
18	The charity has a documented investment policy approved by the Board.	6.4.3	Complied	
<b>FUNDRAISING PRACTICES</b>				
	Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 19 if "No")		Yes	
19	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
	Did the charity receive donations in kind during the financial year? (skip item 20 if "No")		No	
20	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3		



DISCLOSURE AND TRANSPARENCY				
21	“The charity discloses in its annual report — (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.”	8.2	Complied	
	Are governing board members remunerated for their services to the Board? (skip items 22 and 23 if “No”)		No	
22	No governing board member is involved in setting his own remuneration.	2.2		
23	“The charity discloses the exact remuneration and benefits received by each governing board member in its annual report. OR The charity discloses that no governing board member is remunerated.”	8.3	N.A.	
	Does the charity employ paid staff? (skip items 24 and 25 if “No”)		N.A.	
24	No staff is involved in setting his own remuneration.	2.2		
	“The charity discloses in its annual report — (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity’s subsidiaries) exceeding \$100,000 during the financial year; and  (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity.  The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.”	8.4		

Notes:

<sup>1</sup> Staff : Paid or unpaid individual who is involved in the day to day operations of the charity, e.g. an Executive Director or administrative personnel.

<sup>2</sup> Volunteer : A person who willingly serves the charity without expectation of any remuneration.

**Declaration**

I declare that my charity’s / IPC’s governing Board has approved this Governance Evaluation Checklist and authorised me to submit on its behalf. All information given by me in this checklist submission is true to the best of my knowledge and I have not wilfully suppressed any material fact. The full responsibility for providing accurate and updated checklist information will rest with my charity’s / IPC’s governing Board

**CONFLICT OF INTEREST DECLARATION**  
**HAEMOPHILIA SOCIETY OF SINGAPORE**

As required by the new compliance procedure, all members of the Management Committee of the Haemophilia Society of Singapore disclose on an annual basis that they do not have any conflict of interest with regard to rendering their voluntary service to the Society