

◀ BREAK  
HERE

# BARRIERS



Serving people with  
disabilities since 1964

ANNUAL REPORT FY2016/2017

# Who We Are and What We Do

SPD is a voluntary welfare organisation that helps people with disabilities to maximise their potential and integrate into mainstream society.

We serve people with physical, sensory and learning disabilities as well as caregivers, employers, schools and others in the network of people with disabilities.

## Vision

To build an inclusive community where everyone is a part of it, and not apart from it.

## Mission

SPD is committed to working in partnership with people with disabilities to develop their potential to the fullest so that they can be self-reliant and independent.

## Values

We are committed to our clients and mission. We place integrity with compassion as a key virtue and we strive to be professional in our service delivery.

## Service Quality Commitment

As a person-centred organisation, we are committed to service quality through:

### Professionalism

We serve with integrity and strive to excel in our work

### Partnership

We listen and work together with you to strive for a favourable experience

### Compassion

We strive to see your point of view to achieve better care and understanding of your circumstances

### Respect

We value your dignity, privacy and needs

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# President's Message

2016 was an incredible year filled with significant events we could cheer about. From the medal haul by our Paralympians at the Rio 2016 Paralympic Games, the inclusion of persons with disabilities as one of the key themes at the 2016 National Day Parade, to the extension of compulsory education to children with special needs, the year, indeed, was one filled with many positives.

It was also a fulfilling year for us at SPD as we constantly challenged ourselves to do more and to do things better every time. In doing so, we supported 9,400 people with disabilities through all our programmes and services, of which 5,500 were unique individuals.

We reached a momentous milestone in May 2016 with a three-year accreditation awarded by the Commission on Accreditation for Rehabilitation Facilities (CARF) International to the Continuing Therapy Programme at SPD Ability Centre and SPD@Tampines, and the Rehabilitation Centre at SPD Ability Centre and SPD@Toa Payoh. It was recognition indeed of our commitment to uphold the highest service and quality standards in our delivery of services.

Early intervention was a key growth area in FY2016/2017. We increased capacity and supported 44 per cent more children with the opening of the Building Bridges EIPIC Centre at SPD@Tampines and the new SPD@Bedok as well as better optimisation of space at SPD@Jurong.

Close to 1,300 educators and professionals working with people with disabilities were trained to help them thrive in their domains. We did more to encourage and involve more caregivers.

In this annual report, you will come across stories of individuals rising above their circumstances. Such stories energise us and show what we do has real impact.

The "Breaking Barriers" campaign in February 2017 gave us an excellent platform to rally the community and bring people together for our cause. In fact, we advocated change at every public education event we organised, to every person we spoke to and at every opportunity we could get. Close to 14,000 heard us through our outreach efforts and we hope many more had when the message was shared with families and friends.

Good governance is critical in our sector and its principles have certainly guided us to become the best at what we do and to stay accountable to our stakeholders. We are honoured to receive the Charity Governance Award again at the earliest qualifying period of four years after the last win, given in recognition of our best-in-class governance processes. Along with this, we were also awarded the President's Volunteerism & Philanthropy Awards (Non-Profit Organisation) for setting benchmarks of excellence in encouraging giving in Singapore.

# SOCIAL

# CHARITY



As we mark the end of a fruitful year, the Board would like to thank the management team and all employees for their invaluable contributions to SPD. We would also like to extend our deepest appreciation to Mr Soh Chee Keong, who has retired from the Board, for his unwavering commitment and guidance over the years in leading SPD forward.

Last but not least, to our dedicated donors, volunteers and partners, thank you wholeheartedly for being part of this movement. We could not have done all these without you.

Yours sincerely,

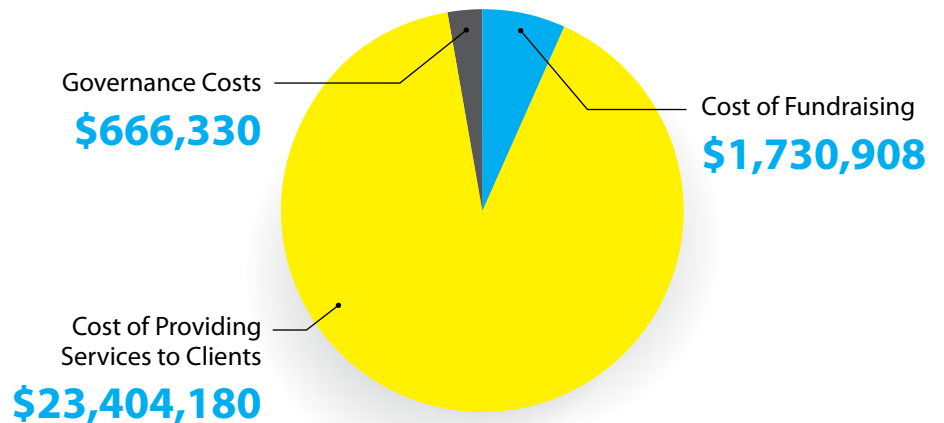
**Chia Yong Yong, PBM**  
President  
SPD

life



# At a Glance

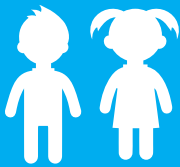
## How Our Funds Were Used



## How We Helped



**9,400** → **5,500**  
persons with disabilities served by all programmes, of which  
are unique individuals



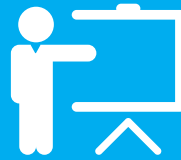
**1,148**

children and youth supported and enriched through early intervention and educational support



**205**

job seekers with disabilities placed in open employment



**272**

people with disabilities trained for employment



**470**

persons with disabilities received therapy at SPD's rehabilitation centres



**1,120**

caregivers empowered



**235**

lives enabled through AT



**350**

families received respite while their loved ones were cared for at SPD



**92**

therapists deployed to provide community care

# Highlights of the Year

The rehabilitation centres and Continuing Therapy Programme attained a three-year CARF accreditation in May 2016.

The Building Bridges EIPIIC Centre was opened at SPD@Bedok and SPD@Tampines in August 2016. Open houses were organised at the two centres and headquarters to engage the community.

The first SPD Ability Walk in September 2016 attracted close to 1,000 participants and supporters.

SPD received its second Charity Governance Award 2016 for Large Charities/IPC category on 28 September 2016.

SPD jointly organised a conference on inclusive education with ITE College Central in October 2016.

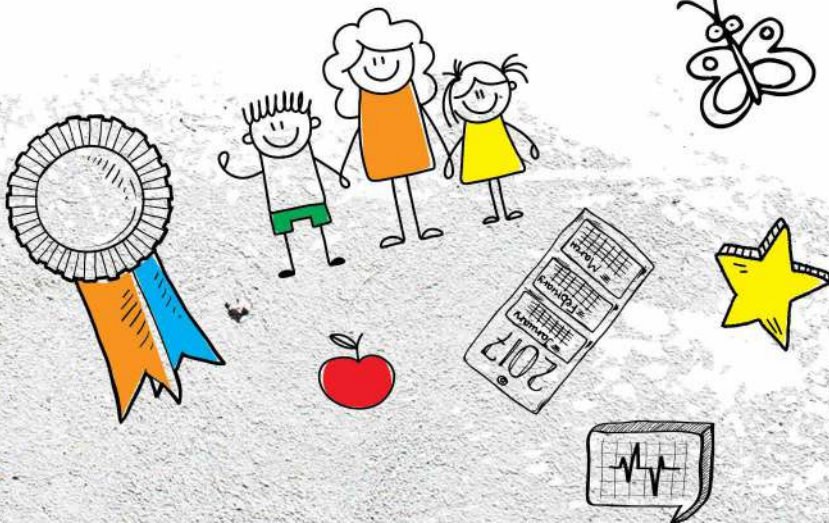
SPD was conferred the President's Volunteerism & Philanthropy Awards (Non-Profit Organisation) on 9 November 2016.

Over a 10-week period from February 2017, the "Breaking Barriers" campaign comprising a photo exhibition, open house and the SPD Charity Show raised disability awareness.

The Youth Development Programme was introduced in February 2017 to train and provide mentorship for a new generation of disability champions.

The Day Activity Centre piloted two virtual reality-based programmes with funding from the Infocomm Media Development Authority.

Advocacy and public education activities held in the year reached 14,000 individuals.



# Board of Management



**a Ms Chia Yong Yong, PBM**  
 President (2008 - current)  
 Vice President (2006 - 2008)  
 Managing Director, Chia Yong  
 Yong Law Corporation

**b Mr Ngan Wan Sing, Winston**  
 Vice-President (2012 - current)  
 Honorary Assistant Treasurer  
 (2010 - 2012)  
 Partner, Ernst & Young LLP

**c Ms Chow Siew Ying**  
 Honorary Treasurer  
 (2016 - current)  
 Chief Financial Officer, Jurong  
 Health Services Pte Ltd

**d Mr Soh Chee Keong, BBM**  
 Honorary Assistant Treasurer  
 (up to 27 August 2016)  
 (2014 - 2016, 2008 - 2010,  
 2000 - 2002)  
 Honorary Treasurer  
 (2010 - 2012)  
 Vice-President (2004 - 2006)  
 Second Vice-President  
 (2002 - 2004)  
 Chief Executive Officer, Synergy  
 FM International Pte Ltd

**e Ms Suman K Balani**  
 Honorary Assistant Treasurer  
 (2016 - current)  
 Founder & Executive Coach,  
 Strengths Coaching Asia LLP

**f Professor Ho Lai Yun, BBM, JP, PBS**  
 Member

**g Mr Low Wong Fook**  
 Member

**h Dr Ng Yee Sien**  
 Member

**i Ms Ong Toon Hui**  
 Member

**j Ms Poh Hwee Hian**  
 Member  
 Honorary Treasurer  
 (2012 - 2016, 2008 - 2010)  
 Honorary Assistant Treasurer  
 (2007 - 2008)  
 Managing Director (Singapore  
 & Malaysia), De'Longhi Group

**k Mr Tan Soo Nan**  
 Member

**l Mr Zhang Weijie**  
 Member

## Not in Picture

**Mr Abhimanyau Pal**  
 Ex-Officio Secretary  
 (photo on page 10)





**AUDIT  
COMMITTEE**

Chairperson  
Mr Low Wong Fook

Members  
Mr Kamalarajan M  
Chettiar  
Mr Ngan Wan Sing,  
Winston  
Mr Yeo Jiu Nam

**FUNDRAISING  
COMMITTEE**

Chairperson  
Mr Tan Soo Nan

Members  
Ms Suman K Balani  
Mr Rajan Raju  
Mrs Yeo Su Chen  
Mr Yeo Teck Guan

**HUMAN RESOURCE  
& REMUNERATION  
COMMITTEE**

Chairperson  
Ms Ong Toon Hui

Members  
Ms Chia Yong Yong, PBM  
Ms Poh Hwee Hian  
Mr See Cher

**SERVICES  
COMMITTEE**

Chairperson  
Prof Ho Lai Yun, BBM, JP,  
PBS

Members  
Mr Lim Hua Beng  
Dr Lim Sok Mui, May  
Dr Ng Yee Sien  
Ms Susan Niam  
Mr Tang Liheng  
Dr Wong Meng Ee  
Mr Zhang Weijie

# Senior Management Team



**a** **Abhimanyau Pal**  
Executive Director  
(Since 1 December 2012)

**b** **Loi Boon Lee**  
Senior Director  
Community Partnerships

**c** **Becky Hoo**  
Director  
Children Services

**d** **Quek Hong Choon**  
Director  
Organisational Development

**e** **Tay Soong Kiang**  
Director  
Corporate Services

**f** **Jeffrey Chin**  
Deputy Director  
Adult & Elderly Services

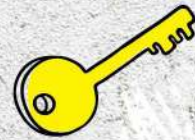
**g** **Teo Pek Wan**  
Deputy Director  
Inclusion Advancement



We measure our success  
by the smiles we see around us everyday.



# Our Work, Our Impact



# A Head Start for Children and Youth



## Continuing Therapy Programme

The **Continuing Therapy Programme (CTP)**, which conducts speech and occupational therapy services for children 18 years old and below, supported 186 children at SPD Ability Centre and SPD@Tampines. A new service model introduced in the year enabled the children to undergo more sessions in order to achieve their goals.

In May 2016, SPD became the first community-based outpatient rehabilitation programme for children in Singapore to receive a three-year accreditation

awarded by the Commission on Accreditation for Rehabilitation Facilities (CARF) International, which recognises service providers for providing the highest level of care and attention to their clients.

## Development Support Programme

The **Development Support Programme (DSP)** team continued to make steady progress in the year.

It reached out to 256 mainstream pre-schools and provided 368 learning support and therapy packages to 345 children at their pre-schools.





### Early Intervention Programme for Infants and Children

SPD began offering the **Early Intervention Programme for Infants and Children (EIPIC)** at two other satellite centres – the new SPD@Bedok and SPD@Tampines – in August 2016 which more than doubled the number of clients served. In the year, the Building Bridges EIPIC Centre operated by SPD at four locations served 465 children.

Of the 41 students who graduated from EIPIC in December 2016, 27 progressed to primary school while 14 went on to special schools.

In line with the Ministry of Social and Family Development's guideline on carrying out screenings within three months from date of referral, the EIPIC teams at SPD Ability Centre and SPD@Jurong were able to increase the number of screenings. There was also more than one teacher or teacher assistant to support the increase in class size.

SPD@Jurong leveraged on the National Council of Social Service's (NCSS) bite-size project in July 2016 and renovated the centre to optimise space utilisation. More classrooms, a room for caregivers and a new working space for staff were created. This allowed



the centre to serve even more children with varying disabilities and needs.

### Educational Support

The **SPD Education Programme (EP)** underwent a review and relaxed the criteria for the bursary award and **SPD Youth Aspiration Award** to include students with sensory disabilities. This attracted 21 new applicants with sensory disabilities. In addition, EP will progressively withdraw its support for students whose parents have disabilities to channel more assistance to students with disabilities.

With NatSteel Holdings' sponsorship, about \$95,000 in bursaries was awarded to 90 students in a ceremony held on 14 January 2017, while another four received the SPD Youth Aspiration Award from Senior Minister of State for Education and Communications & Information, Dr Janil Puthuchery, who represented SPD in presenting the awards.

Administered by SPD, the **Asia Pacific Breweries Foundation Scholarship for Persons with Disabilities** and **Microsoft YouthSpark Scholarship** were awarded to three and four students respectively, bringing the total scholarship recipients for the year to 22.

## Empowering Young Minds

Under the **I.M.Powered** pilot programme funded by NCSS, SPD's social workers conducted workshops and training for 21 students with physical disabilities in mainstream schools and 19 caregivers to increase their mental resilience and improve stress management. Participants scored well on mental resilience and coping resources. SPD will continue to work with NCSS and focus on enrolling students with visual impairments and autism the following year.

With the support of APB Foundation, SPD kicked off the **Youth Development Programme** on 18 March 2017 to train and mentor 15 youths with disabilities to enable them to champion social causes, give back to the society and be role models to their peers.

Several learning and development activities such as art jamming, sailing, outings, archery, and a workshop on entrepreneurship and dance performance were organised for 118 young clients, their siblings and caregivers supported under SPD's various programmes.



## Reasons to Smile

### Daniel Tan, 4

*Building Bridges EIPIC Centre client*

Daniel displayed signs of having Autism Spectrum Disorder and his parents were not sure of how to help him. They enrolled him in the Building Bridges EIPIC Centre at SPD Ability Centre in January 2017 where he has made much progress since. His mother, Mdm Susanti, said: "Daniel has learned so much in the first two months that he has been with EIPIC. He can now call me "Mommy" and even shouted out "Mommy help" for the first time recently. He often sings when he comes home and does not run around as much. When I send him to the centre, I get to meet many other mothers who are all very kind and helpful."

### Muhammad Ariff bin Mohd Ilyas, 20

*SPD Youth Aspiration Award recipient*

Ariff was in kindergarten when he lost the ability to hear in his right ear after multiple surgeries due to ear infection. He was constantly ridiculed and teased while growing up. Instead of allowing these incidents to affect him, he put on his running shoes and focused on doing what he loved most – running. The polytechnic student often turns to his father, a former national sprinter, for encouragement. In January 2017, Ariff received a boost through the SPD Youth Aspiration Award, taking him closer to his dream of joining the national track and field team.

# Quality of Community Care Enhanced



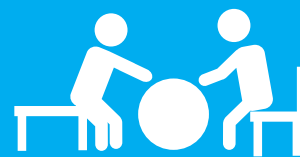
**350**

received day care and respite services



**470**

individuals served at the rehabilitation centres



**10,604**

therapy sessions provided at the rehabilitation centres

## Rehabilitation Centres

The rehabilitation centres at SPD Ability Centre and SPD@Toa Payoh attained the three-year Commission on Accreditation of Rehabilitation Facilities (CARF) International accreditation, one of the most internationally recognised accreditations in rehabilitation services, in May 2016.

In the year, both centres provided 10,604 sessions of physiotherapy and occupational therapy to 470 clients. More than half of them were 65 years or older and diagnosed with stroke, Parkinsonism or orthopaedic-related conditions such as hip fractures.

The setting up of a section for active rehabilitation at SPD@Toa Payoh in July 2015 allowed the centre to focus on providing quality service while serving twice as many clients in this reporting year. More transport trips were added to serve more clients.

The realignment of focus to centre-based active rehabilitation resulted in a decline of home therapy sessions to 322 therapy sessions that were offered to 12 clients in the year.

A training room was set up in the rehabilitation centre at SPD Ability Centre to train clients in activities of daily living.

Having access to clients' information in the National Electronic Health Record facilitated better decision-making for the therapy team in the year.

The Integrated Hip Fracture Programme, the pilot project of over two years between SPD@Toa Payoh and Tan Tock Seng Hospital, supported 28 patients with 413 therapy sessions in total before ending on 30 September 2016.





## Respite Care Services

The **Day Activity Centre (DAC)** provided 16,080 training hours and initiated several new activities in the year to enhance the learning experience for 57 clients and to make skill acquisition fun and engaging. Notably, two customised assistive technology/virtual reality programmes were rolled out in the year with the support of the Infocomm Media Development Authority to train clients in money management and community mobility.

SPD@Toa Payoh offered 16,490 sessions of day care to 284 clients under its Maintenance Exercise and Integrated Rehabilitation programmes. Due to relatively low demand, its Weekend Respite Care service, which supported 12 clients, ended in October 2016.

## Clinical Audits

**SPD Therapy Hub**, which manages the outsourcing of therapy services to other community healthcare providers, audited six therapists to ensure that SPD continues to deliver a high quality of care.



## Reasons to Smile

### **Wong Mui Mui, 79**

*Rehabilitation Centre client*

Mdm Wong enrolled for physiotherapy and occupational therapy in December 2016 after she was discharged from hospital for severe abdominal pain. Mdm Wong had chronic lower back pain and severe kyphosis or excessive curvature of the spine. They affected her mobility and kept her away from her daily routine and what she enjoyed most such as going to the wet market and chatting with her friends in the neighbourhood.

With determination and therapy four times weekly, Mdm Wong's condition improved. Not only did her pain reduce significantly, she was able to eat, shower, dress, go to the toilet and perform chair and bed transfers independently. During one of her community mobility training, an ecstatic Mdm Wong showed the therapists her neighbourhood in Chinatown and introduced them to her friends.

She remains eager to improve further, and at the same time, to motivate others undergoing therapy alongside her.

### **Lee Yoke Sui, 44**

*Day Activity Centre client*

Yoke Sui was diagnosed with spastic quadriplegic cerebral palsy and severe intellectual disability with limited communication skills. She uses the wheelchair and requires maximum assistance for activities of daily living. Up until recently, Yoke Sui was cared for by her 82-year-old mother who needed to stop due to her own poor health.

Yoke Sui spent most of her life homebound. Since joining DAC in 2012, Yoke Sui has picked up social skills and made new friends. The routine exercises conducted by her training officer and occupational therapist have helped strengthen her arms and legs. She enjoys the regular outings and activities organised by volunteers.

# Lives Enabled through Technology and Training



235

lives enhanced with AT prescriptions



126

persons with disabilities underwent vocational training at the Sheltered Workshop



146

persons with disabilities received training in IT and office skills

## Assistive Technology

Operating from **Tech Able** at the Enabling Village, the assistive technology (AT) team served 363 clients. It conducted 342 assessments and prescribed 235 clients with AT solutions.

It worked with EIPIC teachers and therapists from SPD@Jurong to integrate augmentative and alternative communication into classroom learning. AT solutions were also deployed to aid clients in their mobility, learning in schools and return to employment.

The team worked closely with SG Enable, its partner, to raise Tech Able's profile as the nation's AT resource, resulting in more engagements and collaborations with hospitals, voluntary welfare organisations and educational institutions.

## Vocational Training

### Job skills training

SPD trainers conducted 48 classes, offering 473 training places to increase the employability of 146 trainees. In addition, 10 trainees also underwent the **Pre-Vocational Skills Training** as a foundation to prepare them for other vocational training classes.

### Train-place-train programmes

To better equip clients with relevant skills for specific jobs, the team in Employment Support Programme collaborated with key stakeholders including SG Enable and employers in train-place-train programmes for retail, call centre and scanning roles. This led to the placement of 12 clients in six companies.

### Training at sheltered employment

The **Sheltered Workshop** provided training and supported employment to 126 persons with disabilities, including 11 craftsmen who worked on the production of lifestyle products. Suitable trainees were also placed for work at a company in Jurong, helping them to assimilate into open employment.

As some workshop trainees require more support to ease into open employment, the workshop piloted the "Job Preparation and Continuous Training" project. It provided job support and job coaching to seven trainees who were placed in mainstream employment.



## Transitional Support

The **Transition Programme for Employment (TPE)** introduced group activities to help clients build on their skills and increase socialisation. It also initiated job trials within SPD where clients took up various roles in IT, finance and communications for a short term with the objective of helping them return to the workforce.

TPE, which supported 40 clients with stroke and spinal cord injuries, will be revising its intake criteria to support more individuals who are motivated and ready to return to school and work.



## Reasons to Smile

**Vivian Goh Puay Hwoon, 37**  
*Tech Able client*

Vivian has spinal muscular atrophy, a neuromuscular condition that has robbed her of the ability to ambulate, swallow and breathe properly. She uses a ventilator, is confined to her bed at all times and requires maximum assistance in every activity of daily living. Despite all these, Vivian remains cheerful and engaged. The computer has been her window to the outside world and she uses it for work and leisure. Vivian runs an e-shop and accesses Facebook and YouTube on her computer. As she is only able to move her fingers, she was worried that she may not be able to control the mouse anymore when her condition deteriorates. When alerted, the AT team assessed her for alternatives and eventually prescribed her with the eye gaze system. This has given Vivian peace of mind and she now uses an eye-tracking technology to control the computer and gain access to the world.

**Victor Hoon, 32**  
*Transition Programme for Employment client*

Victor is paralysed from the chest down and has limited functions in both hands after a road accident in 2005. A resident of a community hospital for many years, Victor joined the TPE in January 2015 with the hope of improving his quality of life. The structured rehabilitation regime of the TPE enabled Victor to improve in his physical functions. He has regained some independence and is now able to commute on buses and trains in his motorised wheelchair. With AT, Victor is able to access the computer again and has participated in job trials in SPD. Through the TPE, he discovered an interest in mouth painting and had several of his artwork showcased in a public exhibition. Victor was awarded a scholarship from the Mouth and Foot Painting Artists Pte Ltd to pursue his interest.

# Lives Improved through Financial Independence



205

persons with disabilities found jobs



194

employers partnered in job placements

## Open Employment

The **Employment Support Programme (ESP)** worked closely with SG Enable to promote the hiring of persons with disabilities and also served more clients in FY2016/2017. Besides supporting 500 clients in job placement and job support, ESP made 311 needs assessment, processed 382 job requests and matched 205 clients to 134 companies.

## Sheltered Employment

Short-term contract work that the **Sheltered Workshop** secured not only provided training opportunities for people with disabilities, the income also helped to supplement the trainees' allowances. The sale of lifestyle goods as well as bookbinding and book restoration services offered by the workshop's artisans contributed to the workshop's bottom line.



## Reasons to Smile

### **Renee Abigail Soh, 22**

*Employment Support Programme client*

Encouraged by her family, Renee approached the ESP in March 2015 to seek employment. She was diagnosed with hearing loss when she was just a year old and relies on hearing aids. Renee attended several office skills training to upgrade herself. In April 2016, Renee was successfully placed in a multi-national company while she was still undergoing training. Her job coach helped to prepare her for the job interview, and provided job support in the subsequent months to help her ease into the new workplace. Having settled well in her job, Renee was discharged from ESP in February 2017.



### **Pang Meng Chong, 35**

*Sheltered Workshop trainee*

Meng Chong, who has Down syndrome, comes from a single-parent home. Originally the sole breadwinner, his mother had to stop work to look after her own mother who was in poor health. It was important to his mother that during this critical time, Meng Chong could support himself in order not to strain the family's finances and add to her worries and stress.

Meng Chong joined the Sheltered Workshop in January 2016. Not only did it provide him with a structured routine and widened his social circle, Meng Chong also picked up various work skills that increased his potential for open employment. The workshop soon found him a job at a packaging solutions company where he now works as an operations assistant.

With the training that Meng Chong received at the workshop, he has learnt to be independent and is now able to contribute to the family financially.



# Sector Partners Empowered



## SPD Therapy Hub

The SPD Therapy Hub recruited more therapists to meet the demands for therapy services in the sector.

Continued partial funding from the Ministry of Social and Family Development secured in the year has enabled more therapist positions to be funded. Therapists in these newly funded positions will be trained to serve new programmes in the sector including EIPIC centres, day care centres and disability homes.



**92**

physiotherapists, occupational therapists and speech therapists



**36**

external organisations supported



**4,686**

persons with disabilities served



## Training Professionals

In accordance with the Allied Health Professions Council's guidelines, 39 therapists with conditional registration were supervised by senior therapists under the SPD Therapy Hub supervisory framework.

Fulfilling its objective of building assistive technology (AT) capabilities in the disability sector, the AT team trained 954 professionals working with persons with disabilities in AT.

Students from the National University of Singapore's Bio-Engineering and Master of Science (Speech & Language Pathology) programmes were trained in AT by the team that also conducted learning journeys for occupational therapy and early childhood education students.

The professional team from Children Services provided training for 393 school personnel and allied educators, 33 per cent more than last year, to build their competencies in supporting children with special needs in mainstream schools.

SPD Therapy Hub provided clinical attachments to 16 physiotherapy and occupational therapy students and aspiring professionals who wished to join the sector.

## Knowledge and Resource Sharing

The AT team presented a paper at the International Society for Augmentative and Alternative

Communication's biennial conference in Toronto, Canada, between 6 and 13 August. An AT workshop was also conducted at the International Society for Physical and Rehabilitation Medicine in Kuala Lumpur, Malaysia, between 29 May and 2 June.

In addition, six therapists contributed to the allied health profession by presenting research posters and participated in oral presentations as well as discussions that took place at national conferences.

SPD's social workers and case management officers continued to be involved in TWG, the networking and training platform for social workers in the disability sector, and organised sessions on transitional planning and improving quality of life for the benefit of clients and caregivers.

At the inaugural allied health forum organised by the Ministry of Health, the team from the Transition Programme for Employment (TPE) co-presented with Tan Tock Seng Hospital on the setting up of the TPE.

The TPE team also shared at E<sup>2</sup> Connect, co-organised by the Infocomm Media Development Authority and SG Enable, on use of AT to help clients return to work.

In the year, the AT Loan Library loaned out 182 devices to individuals with disabilities and professionals working with people with disabilities.



# Clients and Caregivers Supported



## Social Support

Social workers and case management officers from the Community and Social Service Department (CSSD) supported 505 persons with disabilities and 331 caregivers. They also made 391 home visits in the year.

Outings were organised for close to 200 elderly clients and their caregivers to attend the yearly celebration at Tong Sian Tng Temple and during festive periods such as Vesak Day.

## Caregiver Empowerment

CSSD piloted a new project with voluntary welfare organisation WINGS to conduct a workshop for older female clients and caregivers. It trained them in areas relating to mental, physical and financial health. Feedback received from the participants was positive and plans are in place to offer more of such psycho-educational workshops in future.

The **Specialised Case Management Programme** (SCMP) was reviewed and in the following year, will expand to include counselling, group work for clients and caregivers, as well as caregiver respite and training.

The renovation of SPD@Jurong saw the setting up of a new caregiver room which would provide a dedicated space for caregivers' resources and activities such as parents support group.

The early intervention teams organised a series of

caregiver support initiatives to provide parents and caregivers with relevant skills training as well as platforms for information sharing throughout the year. Orientations were conducted for parents new to EIPIC. Similarly, transition briefings were also held for those whose children were graduating from the programme. Participation of caregivers doubled from the year before with 534 taking part in various caregiver activities.

Training was conducted for 46 caregivers and domestic helpers in assisting in activities of daily living and wheelchair transfer.

Counselling, financial assistance, referral for assistive technology and caregiver resources were extended to 209 caregivers from the Day Activity Centre. Training in bed/wheelchair transfers for caregivers and helpers also took place at some of the clients' homes.





## Financial Assistance and Subsidies

A sluggish economy and increased therapy fees at the SPD's rehabilitation centres resulted in more clients being eligible for maximum government subsidies and a drop in non-subsidised clients. Close to 20 per cent of the Rehabilitation Centre clients at SPD Ability Centre required additional financial assistance from SPD for their therapy and transport fees.

The **NTUC Daily Needs** vouchers amounting to \$123,040 were given out to 238 clients from low-income households to lighten their grocery expenses. The scheme was reviewed and a maximum period a recipient could remain on the scheme was introduced to encourage clients to be independent.

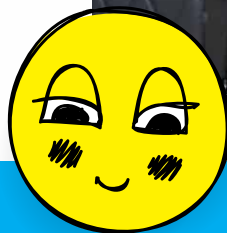
Similarly, the **SMRT Gift of Mobility** fund was granted to 47 applicants amounting to \$6,650 in transport fares issued for trips for medical appointments or to commute between home and work.

Funded by the Infocomm Media Development Authority, the **Neu PC Plus Programme** helped 34 clients purchase new computers and gain access to the Internet.

To ensure sustainability, the **SPD Care Fund** was streamlined to help clients co-pay for assistive

technology purchases such as motorised wheelchairs and accessories, as well to provide short-term crisis support. In FY2016/2017, \$15,526 was disbursed to 25 SPD Care Fund applicants.

More than 478 trips were made daily by SPD's dedicated and shuttle services so that 813 clients could access programmes and services. Transport fees were heavily subsidised for clients.



## Reasons to Smile

### Soh Whee Lian, 40

*Specialised Case Management Programme client*

Due to a medical condition associated with disc degeneration, Whee Lian relies on a wheelchair to get around. He was certified as permanently unfit for work and had insomnia.

Whee Lian was referred to SPD where his case management officer alleviated his financial burdens through applications for rehabilitation fee waiver, the SMRT Gift of Mobility taxi vouchers to get him to his medical treatments and the NTUC Daily Needs vouchers for the family's grocery needs. Ramps and a self-propelled commode were installed in his home

where he stays with his mother and younger brother.

With the encouragement and support of his case management officer, Whee Lian gained confidence to get out of the house and to interact more. His mother, who left her job to take care of him, felt relieved at Whee Lian's newfound independence as her caregiving burdens had been reduced significantly.

Along the way, Whee Lian regained confidence to pursue his dream of becoming a hair stylist. He is now building up his business as a hair stylist from home and has even gone on to give back to society by volunteering his services.

# Changing Attitudes and Mindsets



## Advocating Change

Beyond partnering with people with disabilities and caregivers, SPD also equipped the larger eco-system of professionals working with people with disabilities, businesses, schools and policy planners to advocate for social inclusion and bridge inclusion gaps.

Through more than 20 speaking engagements including conferences, talks, panel discussions and media interviews, SPD President Ms Chia Yong Yong actively engaged policymakers, professionals, young change makers as well as students.

The advocacy team also conducted 25 disability awareness talks and 10 dialogue sessions at various secondary schools, institutes of higher learning, organisations and at SPD.

SPD hosted nearly 3,000 visitors and close to 8,000 people also visited Tech Able where they learnt the importance of AT in enabling persons with disabilities.

In the year, SPD reached out to over 14,000 individuals including professionals, caregivers and members of the public through public education and training platforms. The outreach efforts were reinforced through greater media engagements. SPD contributed eight forum letters and was mentioned in 750 news coverage across media platforms, largely due to the SPD Charity Show 2017. SPD also leveraged social media to reach

out to a growing online community. It garnered 4,435 fans on Facebook as at 31 March 2017, and in the year, published 13 videos on YouTube and recorded 388,277 daily hits on the SPD website. The first Instagram post from SPD was published in May 2016 to help grow its digital footprint.

## SPD "Breaking Barriers" Campaign

SPD launched the 10-week "Breaking Barriers" campaign in February 2017 to get more people to know and talk about disabilities. A roving photo exhibition, open house and charity TV show were lined up to reach out to and engage the general public. Preceding the photo exhibition, a photo contest themed "Let's focus on inclusion" attracted 445 entries and the winning photos were exhibited in community centres and libraries at various locations during the campaign.



# Engaging the Community

## Educational Institutions

The Building Bridges EIPIC Centre team collaborated with schools to facilitate the transition of its children into mainstream schools. Such support was also extended to former clients who were already in mainstream schools.

The team also worked with Ngee Ann Polytechnic's School of Health Sciences and its optometry students to provide vision screening for the children. In the year, Jurongville Secondary School and Sport Singapore rendered support in EIPIC's inaugural combined sports day.

In conjunction with World Sight Day, the Community & Social Service Department collaborated with Optometry Giving Sight in an event where 17 clients and a caregiver were given free vision screening and prescribed spectacles.

SPD and ITE jointly organised a conference with the theme 'Inclusiveness: From Learners to Earners', which centred on supporting students with disabilities from school to work. Over 400 educators, allied educators and employers attended the conference on 7 October 2016.

## Healthcare Community

There had been intensive outreach by the Transition Programme for Employment (TPE) team which visited more than 30 hospitals and social service offices to increase awareness of the programme.

Greater exposure of Tech Able created more opportunities for collaborations with hospitals and allied healthcare professionals in the area of assistive technology.

## Corporate and Community Partners

The Building Bridges EIPIC Centre tapped on the expertise of the staff of DSO Laboratories, Engineering for Good and GE Engineering to adapt switches and modify toys for the children. Support from Civil Service Club (Bukit Batok) in aqua-therapy sessions and HSBC in speech and drama programmes enlivened learning outside the classroom. Volunteers from Singapore Soka Association also spent many hours reading to the children.

Staff volunteers from GE Singapore repainted the EIPIC classrooms and common areas in SPD Ability Centre. Walt Disney SE Asia installed Disney-themed decorations and furniture in the EIPIC classrooms and entrance area.

The support of 10 Square at Orchard Central enabled TPE to stage the HeART and Soul art exhibition in Orchard Road from 16 December to 1 February. The artworks of four clients were showcased publicly. At the invitation of DBS Bank, six TPE clients also had the opportunity to board a sailing boat to enjoy the sights along Singapore's bay area.

Nippon Paint Singapore transformed the Day Activity Centre into a homely and conducive place for learning for its clients with fresh coats of paint.



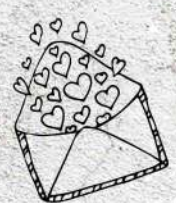
# Resource Development



5



9



2

8





**\$6.29**  
**million**

raised



**4,190**

volunteers contributed

**22,856**

man hours

### More Events Organised

SPD's total operating expenditure in the year amounted to \$25.8 million, of which \$6.29 million was raised by the Resource Development department through various means.

In addition to the annual SPD Charity Hongbao and SPD Flag Day, and the biennial SPD Charity Show 《真情无障爱》, SPD stepped up its fundraising efforts by doubling the number of events in the year. A charity concert, golf tournament and walkathon were organised for the first time to widen outreach and increase touchpoints with the community. These new events raised close to \$755,000 and forged new connections.

Other fundraising activities included the monthly contribution programme STAR, donation appeals, donation boxes placed at various locations and third party events organised by partners.

### Growing Partnerships

SPD continued to rely on the support of corporate partners to sustain its programmes and services. DBS Bank, Far East Organization, HSBC, Loyang Tua Pek Kong, Microsoft Singapore, NatSteel, NTUC Fairprice, San Wang Wu Ti and StarHub were some of its biggest contributors in the year. Asia Pacific Breweries Foundation, which offered scholarships to students with disabilities, also extended its support to the Youth Development Programme and Specialised Case Management Programme.

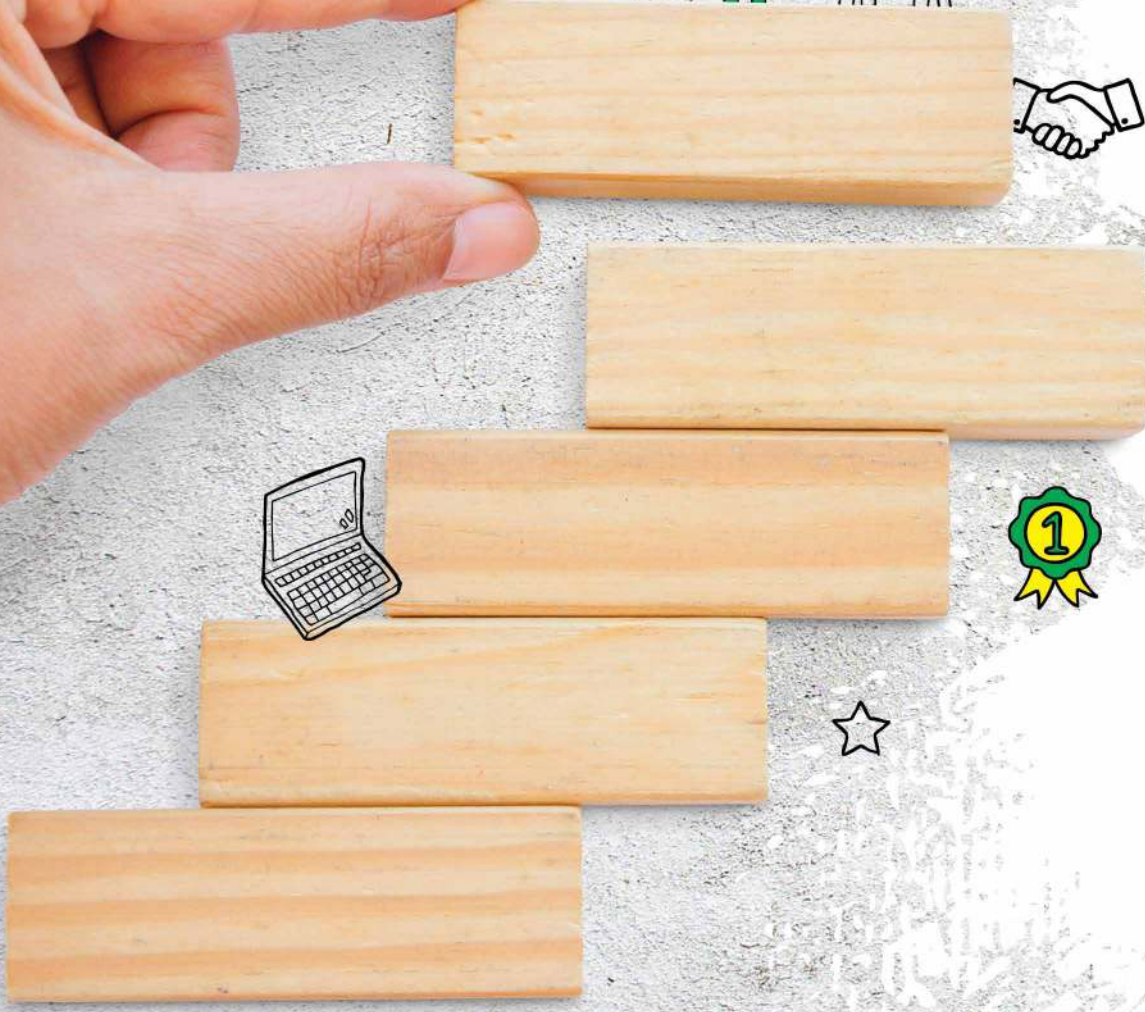
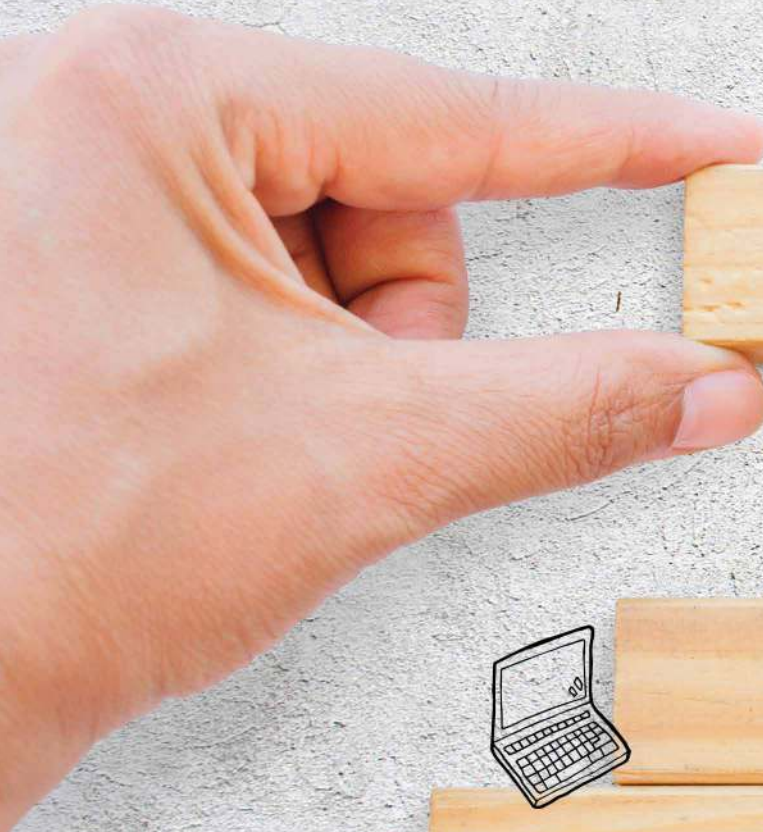
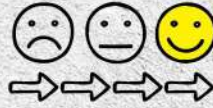
### Volunteers

The three networking sessions that were conducted in the year to connect with and build camaraderie among volunteers attracted 90 participants. About 130 volunteers attended a breakfast reception and movie screening organised in appreciation of volunteers' contributions.

SPD enlisted the help of 152 students to recruit volunteers from the Tiong Bahru neighbourhood. The exercise attracted 36 new volunteer sign-ups.



# Developing Capabilities



## Staff Strength

SPD ended the year with 335 staff; the increase of 39 in staff strength over the previous year helped with the service expansion.

## Recruitment Efforts

SPD participated in eight recruitment drives organised by government agencies and institutes of higher learning to reach out to suitable job seekers.

In particular, the SPD Therapy Hub actively participated in outreach activities organised by local and overseas institutions, provided talks at scholarship previews, offered clinical attachments to students and facilitated visits to SPD to attract more therapists.

Overall, vacancy rate stood at 3.3 per cent as compared to 5.7 per cent the year before.

## People Development

SPD invested 1,821 training days, or 46 training hours per staff, this financial year. A training management system was rolled out to facilitate staff training and development needs planning, requests and applications.

A career development system including a competency-based career progression pathway and staff career dialogues was introduced to support staff career development and aspirations.

In the year, four therapists pursued undergraduate studies in their respective disciplines. SPD Therapy Hub supported the sponsorship application of two

of the therapists for their studies locally. Four staff were supported under the Professional Conversion Programme and the Intermediate and Long Term Care – Upgrading Programme.

Building Bridges EIPIC Centre staff in Jurong and Tampines were given training in transdisciplinary assessment of clients, engagement with caregivers and functional intervention skills to help them serve clients and caregivers better.

As part of SPD's corporate social responsibility programme, all staff took a day off work to support other community work at day care centres, nursing homes, an animal shelter and a soup kitchen.

## Service Quality Values

A set of service quality values was developed to improve the service culture and promote continuous improvement within the organisation. Initiatives such as SPD Compliments Week and Service Excellence Award for staff were introduced. A stakeholders' survey was also conducted to identify areas done well and those that required improvements.

## IT Support

An upgrading of the purchasing system resulted in the improvement and workflow optimisation of several financial processes. A project with Wireless@SG to provide free Wi-Fi access to clients, visitors and caregivers at all SPD centres is also underway.



## Reasons to Smile

### Kanitha Jagatheson, 26

*Social work trainee*

*Professional Conversion Programme*

"Knowing that I would have the potential to directly impact the life of another holistically as a social worker gave me the impetus to pursue social work as a career. Through the Professional Conversion Programme, I am able to directly apply whatever I learnt to my work immediately

and SPD has provided me a platform to translate theory into practice. Although the work can be challenging for someone new to the sector, watching my wonderful colleagues and learning from them have truly been an eye-opening experience. Needless to say, their unwavering support and guidance have only helped to enhance my learning and confidence to excel in my work. For igniting the passion in me every single day, I'm forever grateful to the SPD family."

# The Year Ahead





## Improving Service Delivery

A waitlist management programme is in the pipeline for the Early Intervention Programme for Infants and Children (EIPIC) and Continuing Therapy Programme to help optimise utilisation rates and increase places to serve more children requiring these services. There are also plans to standardise and structure transitional programmes for children moving to mainstream or special schools.

The rehabilitation centres will embark on the Tele-Rehab project with the Ministry of Health to address the issue of cancellations.

## Programme Enhancements

To better meet the needs of its elderly clients, SPD@Toa Payoh will explore modelling its existing Maintenance Day Care programme after that of a senior care centre.

The Day Activity Centre will be expanding its physical facilities to accommodate over 30 additional clients.

Bursary and scholarship recipients can look forward to alumni events and activities aimed at helping them strengthen independence and meet quality of life goals.

New training modules will be introduced to improve the employability of persons with disabilities.

## Increasing Staff Capabilities

A competency roadmap will be developed for EIPIC teachers and therapists to help identify professional development opportunities.

The current competency framework for occupational therapists, speech therapists and physiotherapists will be enhanced. SPD Therapy Hub will be piloting the use of video case studies as an evaluation tool during hiring interviews and a supervisory audit framework will be implemented to assess the competency and proficiency of clinical supervisors.

DAC will partner with the Institute of Mental Health's Adult Neuro Developmental Service over two years to equip staff with knowledge and skills to support clients with intellectual disabilities and autism spectrum disorder.

The Community & Social Service Department will look into developing structural support and evidence-based practice to establish internal capabilities. This includes supervision guidelines, training roadmaps and standard operating procedure for new hires. Staff will continue to lead accessibility and community-based projects, as well as nurture and train the sector in the social model approach.

## Caregiver Engagement

Recognising that parents and caregivers play an important role in the child's development, more resources and support will be made available to encourage their involvement. For ease and convenience, access to resources as well as communication with caregivers can soon be done online.

A pool of caregiver champions will be identified to provide a natural support to other caregivers and parents, and to lead caregiver support discussions and activities.

## Community Engagement

SPD looks to mobilising community resources to provide a holistic learning for children outside the classroom. It will be collaborating with primary and special schools to conduct a school immersion programme for children graduating from EIPIC.

Through a more structured ambassador programme, people with disabilities and caregivers will be engaged and coached to advocate for disability issues.



*Governance*



### Improving Accountability and Transparency

In the year, we continued to adhere to the Charities Act, the Code of Governance for Charities & Institutions of a Public Character and regulations issued by the Charity Council, reporting regularly to the Ministry of Social and Family Development, Ministry of Health, National Council of Social Service, Agency for Integrated Care and SG Enable.

SPD's Board of Management is made up of volunteers who are elected to the Board and serve a period of two years before a new Board is elected. All Board members are not paid any remuneration or director's fees.

Newly elected to the Board, Ms Ong Toon Hui and Mr Zhang Weijie bring fresh perspectives and ideas with their experience in the health and social service sectors and civil service. They are part of the new Board of Management (2016 - 2018) elected on 27 August 2016 for a two-year term to lead SPD's Vision 2020 which is SPD's next strategic and forward planning cycle.

Mr Soh Chee Keong, one of SPD's veteran Board members, retired without seeking election. Mr Soh served on the Board from 1998 to 2016 during which time he had variously served as Vice-President, Honorary Treasurer and Honorary Assistant Treasurer.

He continues to contribute to SPD as a volunteer. SPD is indebted to Mr Soh for his unstinting enthusiasm and support.

To maintain balance between the members' skillsets and for renewal purposes, the Board actively recruits members through various means such as Board members' contacts with stakeholders, the social service and health sectors, corporates and the Board Match programme offered by Mentoring Partnership International. New members are inducted into the Board by Board members and all members are kept updated on courses, events and opportunities which are helpful for increasing their insight on and to add depth to their roles as Board members. The Board as a whole undertakes self-evaluation through annual retreats and also through structured Board assessment surveys.

The Board's work is supported by four Board Committees comprising the Services Committee, Fundraising Committee, Human Resource & Remuneration Committee, and Audit Committee. These committees are regulated by Terms of Reference set by the Board which reviews these terms from time to time to ensure relevancy and maintain good governance.

## Board of Management Attendance at Board Meetings

Board Member	Designation for Term 2016 - 2018	Attendance in FY16/17
<b>Ms Chia Yong Yong, PBM</b> (re-elected on 27 August 2016)	President	5 out of 6
<b>Mr Ngan Wan Sing, Winston</b> (re-elected on 27 August 2016)	Vice President	6 out of 6
<b>Ms Chow Siew Ying</b> (re-elected on 27 August 2016)	Honorary Treasurer	3 out of 6
<b>Ms Suman K Balani</b> (re-elected on 27 August 2016)	Honorary Assistant Treasurer	4 out of 6
<b>Professor Ho Lai Yun, BBM, JP, PBS</b> (re-elected on 27 August 2016)	Member	5 out of 6
<b>Mr Low Wong Fook</b> (co-opted on 27 August 2016)	Member	5 out of 6
<b>Dr Ng Yee Sien</b> (re-elected on 27 August 2016)	Member	5 out of 6
<b>Ms Ong Toon Hui</b> (elected on 27 August 2016)	Member	6 out of 6
<b>Ms Poh Hwee Hian</b> (re-elected on 27 August 2016)	Member	3 out of 6
<b>Mr Soh Chee Keong, BBM</b> (elected on 30 August 2014 and up to 27 August 2016)	Honorary Assistant Treasurer (up to 27 August 2016 during Board term 2014 to 2016)	3 out of 3
<b>Mr Tan Soo Nan</b> (re-elected on 27 August 2016)	Member	5 out of 6
<b>Mr Zhang Weijie</b> (elected on 27 August 2016)	Member	2 out of 3

### Reserves Policy

SPD continued to adopt a pragmatic approach while planning the organisation's reserves for the year. Its reserves level was maintained at no more than two years to ensure that it met the immediate needs of its clients and at the same time have sustainable resources to support people with disabilities through its various programmes and services.

As at 31 March 2017, SPD's reserves stood at about seven months.

SPD's financial results and standings were regularly reviewed by its Board through financial performance updates, forecasts, a budgetary exercise and annual financial statements approval. This was to ensure that it had adequate reserves to fulfill its continuing obligations.

## Conflict of Interest Policy

All Board members and employees are required to comply with SPD's conflict of interest policy which stipulates that, when dealing in matters concerning SPD, they are to exercise their best care, skill and judgement for the sole benefit of SPD, and to make full disclosure of interests, relationships and holdings that could potentially result in a conflict of interest. Written processes are in place for Board members and employees to declare actual or potential conflicts of

interest on a regular and need-to basis. In addition, staff and Board members are to be excluded from discussions and approvals of transactions to which they have a conflict of interest. SPD's written policy and procedures guides Board members and management on how a conflict of interest situation is to be handled and further defines what constitutes a conflict of interest.

## Code of Governance Evaluation Checklist for the Year Ended 31 March 2017

S/No.	Code Description	Code ID	Compliance	Please provide explanation if your charity is unable to comply with the Code guidelines, or if the guidelines are non-applicable.
<b>BOARD GOVERNANCE</b>				
1	Are there Board members holding staff appointments? <i>Remarks: (Skip questions 2 and 3 if "No")</i>		No	
2	If the governing instrument permits staff to become Board members, they should comprise not more than one-third of the Board.	1.1.2		
3	Staff does not chair the Board.	1.1.2		
4	There is a maximum term limit of four consecutive years for the Treasurer position (or equivalent, e.g. Finance Committee Chairman).	1.1.6	Complied	
5	The Board conducts regular self-evaluation to assess its performance and effectiveness.	1.1.10	Complied	
6	There are Board committees (or designated Board members) with documented terms of reference.	1.2.1	Complied	
7	The Board meets regularly with a quorum of at least one-third or at least three members, whichever is greater (or as required by the governing instrument).	1.3.1	Complied	

S/No.	Code Description	Code ID	Compliance	Please provide explanation if your charity is unable to comply with the Code guidelines, or if the guidelines are non-applicable.
<b>CONFLICT OF INTEREST</b>				
8	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied	
9	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>				
10	The Board reviews and approves the vision and mission of the charity. They are documented and communicated to its members and the public.	3.1.1	Complied	
11	The Board approves and reviews a strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied	
<b>HUMAN RESOURCE MANAGEMENT</b>				
12	The Board approves documented human resource policies for staff.	5.1	Complied	
13	There are systems for regular supervision, appraisal and professional development of staff.	5.6	Complied	
14	There is a system to address grievances and resolve conflicts.	5.11	Complied	
<b>FINANCIAL MANAGEMENT AND CONTROLS</b>				
15	The Board ensures internal control systems for financial matters are in place with documented procedures.	6.1.2	Complied	
16	The Board ensures reviews on the charity's controls, processes, key programmes and events.	6.1.3	Complied	
17	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied	
18	The charity discloses its reserves policy in the annual report.	6.4.1	Complied	
19	Does the charity invest its reserves? <i>Remarks: (Skip question 20 if "No")</i>		Yes	

S/No.	Code Description	Code ID	Compliance	Please provide explanation if your charity is unable to comply with the Code guidelines, or if the guidelines are non-applicable.
20	The charity invests its reserves in accordance with an investment policy approved by the Board. It obtains advice from qualified professional advisors, if deemed necessary by the Board.	6.4.4	Complied	
<b>FUNDRAISING PRACTICES</b>				
21	Donations collected are properly recorded and promptly deposited by the charity.	7.2.2	Complied	
<b>DISCLOSURE AND TRANSPARENCY</b>				
22	The charity makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial statements, Board members and executive management.	8.1	Complied	
23	Are Board members remunerated for their Board services? <i>Remarks: (Skip questions 24 and 25 if "No")</i>		No	
24	No Board member is involved in setting his or her own remuneration.	2.2		
25	The charity discloses the exact remuneration and benefits received by each Board member in the annual report.	8.2		
26	Does the charity employ paid staff? <i>Remarks: (Skip questions 27 and 28 if "No")</i>		Yes	
27	No staff is involved in setting his or her own remuneration.	2.2	Complied	
28	The charity discloses in its annual report the annual remuneration of its three highest paid staff who each receives remuneration exceeding \$100,000, in bands of \$100,000. If none of its top three highest paid staff receives more than \$100,000 in annual remuneration each, the charity discloses this fact.	8.3	Complied	
29	The charity accurately portrays its image to its members, donors and the public.	9.1	Complied	

In the year, SPD's Code of Ethics and Conduct and Whistle Blowing Policy and Procedures were uploaded onto its website. The organisation continues in its efforts to improve transparency and facilitate public access to critical information on governance matters.



DONATION



*Our  
Heartfelt  
Thanks*



# Thank You!

## Donor Acknowledgement April 2016 to March 2017

### \$250,000 and above

Asia Pacific Breweries Foundation  
Far East Organization  
Microsoft Singapore  
NTUC Fairprice Foundation Ltd  
StarHub Ltd  
The Hongkong and Shanghai  
Banking Corporation Limited

### \$100,000 - \$249,999

DBS Bank Ltd  
Loyang Tua Pek Kong  
NatSteel Holdings Pte Ltd  
San Wang Wu Ti Religious Society  
Singapore Totalisator Board

### \$50,000 - \$99,999

Chew How Teck Foundation  
FMC Technologies Singapore  
Pte Ltd  
Jurong Port Pte Ltd  
Kuan Im Tng Temple (Joo Chiat)  
Ng Ching Kok Anson

### \$10,000 - \$49,999

ACW Logistics Pte. Ltd.  
CapitaLand Hope Foundation  
Cargill TSF Asia Pte Ltd  
Chang Meng Kiat  
Chua Soon Hock

CMA Mental Arithmetic Centre  
Pte Ltd  
CTC Global Pte Ltd  
Flextronics Foundation  
H2 Hub  
Heineken Asia Pacific Pte Ltd  
Hitachi Data Systems Pte Ltd  
Hoe Kee Hardware Pte Ltd  
Isaac Manasseh Meyer Trust Fund  
Lam Yew Chong  
Lee Foundation Singapore  
Li Teck Chuan Cin Tong  
Lim Eng Kiang  
Lim Soo Ngho  
Low Hwee Chua  
M+W Singapore Group  
Mediacorp Pte Ltd  
Mellford Private Limited  
Mitsubishi Electric Asia Pte Ltd  
mm2 Entertainment Pte Ltd  
Natural Healing Pte Ltd  
Oan Chim Seng  
Overseas Academic Link Pte Ltd  
Phillips 66 International Trading  
Pte Ltd  
Quantedge Foundation  
(Singapore) Ltd  
Samsung Asia Pte Ltd  
Seet Lucy  
Select Group Limited  
Singapore Pools (Private) Limited  
Singapore Telecommunications  
Limited  
SingHaiyi Group Ltd

SJJ Marine Pte Ltd  
Sport Singapore  
The Community Foundation of  
Singapore  
The Korean Chamber of Commerce  
Tuas Pek Kong Keng Management  
Council  
Wang Learning Centre Pte Ltd  
Wong Hong Ching  
Yin Fook Cheong

### \$3,000 - \$9,999

AAstar Pte Ltd  
ACR Capital Holdings Pte Ltd  
ADDP Architects LLP  
Aegis Building & Engineering  
Pte Ltd  
Agrocorp International Pte Ltd  
Ang Ah Beng  
Anglo American Marketing Limited  
Singapore Branch  
Anglo-Chinese School  
(Independent)  
Breadtalk Group Limited  
Canon Singapore Pte Ltd  
Chan Eng Chiu  
Chan Man Ping Philip  
Cheng Jian Fenn  
Cheong Yok Keat  
Chiang Hock Seng Patrick  
Chong Soo Loi/Goh Sook Ling  
Choo Yiang Hong  
Chow Ban Hoe  
Cisco Systems (USA) Pte Ltd

City Developments Limited  
Cogent Container Depot Pte Ltd  
Credit Suisse AG  
Deutsche Bank AG Singapore  
Eastern (1961) Co Pte Ltd  
Elitez Pte Ltd  
Frank Steinhäuser  
Getronics Solutions (S) Pte Ltd  
Gold N Gems Pte. Ltd.  
Goodrich Global Pte Ltd  
Gui Boon Pien  
Harry Elias Partnership LLP  
Hewlett-Packard Asia Pacific  
Pte Ltd  
Hoy San Stevedoring Pte Ltd  
Ipsos Pte Ltd  
John Wiley and Sons  
Jung Young Soo  
Kaiser Pharmaceutical (S) Pte Ltd  
Khoo Kim Geok Jacqueline  
Kim Seng Heng Engineering  
Construction (Pte ) Ltd  
Koh Brothers Building & Civil  
Engineering Contractor Pte Ltd  
KPMG LLP  
Lasofi Investment Pte Ltd  
Lee Kim Tah Foundation  
Lee Lam Lee  
Lee Soek Shen  
Lee Weng Chong  
Lim Fang Peng  
Lim Kim Kee  
Lim M. Andrew  
Lim Nancy

Lum Chang Building Contractors  
Pte Ltd  
Lum Kok Seng David  
Manohar Advaita  
Marina Bay Sands Pte Ltd  
Melilea International (S) Pte Ltd  
Mindchamps Preschool @ Fusion  
Pte. Ltd.  
Nair Prem Kumar  
NCS Pte Ltd  
Network For Electronic Transfer  
(Singapore) Pte Ltd  
New Creation Church  
New Mun Kit  
Ng Kam Hong  
Ngee Ann Secondary School  
Pei Hwa Foundation Limited  
Phoon Siew Koon Francis  
Phua Denise  
Poa K B Cynthia  
Puat Jit Buddhist Temple  
Raffles Medical Group Limited  
Ravi Raghavan  
Royal Caribbean Cruises (Asia)  
Pte Ltd  
Seah Keah Leng  
Sembcorp Design and  
Construction Pte Ltd  
Singapore United Estates (Pte) Ltd  
Singapore Pools (Private) Limited  
SMRT Corporation Ltd  
Soh Kim Chua  
Tai Sun (Lim Kee) Food Industries  
Pte Ltd  
Tan Seck Guan

Tata Consultancy Services Asia  
Pacific Pte. Ltd.  
Teambuild Engineering &  
Construction Pte Ltd  
Thomson Shin Min Foundation  
Trans-Orient Shipping Pte Ltd  
Value Add System & Technology  
Pte Ltd  
VFS (Singapore) Pte Ltd  
Wong Adrian  
Wong Chee Khin David  
Yangzheng Foundation  
Yeo Jih-Shian  
Yeo Wei Ping Patricia  
Yixin Precision Engineering Pte Ltd

#### **\$1,000 - \$2,999**

ABS Benchmarks Administration Co  
Pte Ltd  
ACL Construction (S) Pte Ltd  
Ajinkya Dhavale  
Allalloy Dynaweld Pte Ltd  
Ang Hwee Yang  
Ascending International Pte Ltd  
Big-Foot Logistic Pte Ltd  
Bireme Group Pte Ltd  
Chan Ee Leng  
Chan Jeffrey  
Chan Kum Loon  
Chan Lian Chai  
Chan Mei Lide  
Chang Chin Meng  
Chang Chong Beng  
Chang Pow Onn Alexius

Chang Wee Hua Eric	Eng Sook Boon	Kang Choon Seng
Char Yong (Dabu) Foundation Ltd	Eric Salmon & Partners Singapore Pte. Ltd.	Kee Sek Huat
Cheah Seng Cher	Fabrice Desmarescaux	Keh Soh Hua
Chee Wei Shen Shaun	Fairfield Methodist School (Primary)	Keith De Vaz
Chellam Raju	Fong Chee Meng	Kewalram Singapore Limited
Cheng See Tau	Foo Sek Kok	Khiew Kim Choy
Cheng Tin Swan	Gan Beng Jin Lloyd	Khoo Cheng Paik Peggy
Cheng Tin Yeang	Gan Chin Wei Tervis	Koh Chung Ling
Chew Beng Eng Evelyn	Gan Kz Bridget	Kwik Wan Ling Regina
Chia Cher Khiang Vincent	Gan Soh Har	Lars Setffart Sorensen
Chia Feng Quan Wilson	Gay Ping Kee Raymond	Lau Kok Keng
Chiang Ging Seng	Goh Chin Koon	Lau Kok Seng
Chien Hsiu Fang	Goh Eng Heng	Law Tian Beng James
Chinniah Kunnasagaran	Goh Kwang Soon Joel	Lee Beng Lee
Chionh Chye Khye	Goh Pi Lee Beverly	Lee Boon Meng Francis
Chionh Siok Bee	Goy Hoe Shin	Lee Hong Seng Robert
Chng Betsy	Gwee Tiong Kee Ronald	Lee Hui San
Chong Khee Yin	Han Chung Heng	Lee Kwok Kie Patrick
Chow Kum Seng	Han Yew Lang	Lee Lin Poey
Chow Pak Kin	Hatim Fidahusein Nakhoda	Lee Lye Wah
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Every donation goes a long way towards helping people with disabilities achieve independence and self-reliance.



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