



HOME
NURSING
FOUNDATION
家护基金

Nourish Joy

ANNUAL REPORT 2023/24

Nourish Joy

Welcome to the Home Nursing Foundation “restaurant”, where we offer you the most **nourishing** and **thoughtfully prepared** home healthcare services. In this menu, you will find a variety of offerings **specially tailored to meet your every need**, ensuring a joyful experience that engages all senses. We invite you to explore the fresh flavours of our dedicated care initiatives, carefully crafted to enhance the well-being of our community.

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President's Message



Mr T. K. Udairam

*President
Board of Management
Home Nursing Foundation*

HNF continues to evolve alongside the national healthcare scene, empowering and supporting the community to better manage their healthcare needs.

We strive to enhance the quality of life for the individuals and families we serve. In addition to our core nursing services, we also offer medical, therapy and social work support services. Through our diverse programmes and services, from essential healthcare services to promoting wellness - we offer support to clients confronting challenging circumstances, making a tangible difference in their lives.

Providing care to vulnerable individuals and those in need of health care is our foundation. Similar to a humble restaurant serving nourishing comfort food, we deliver good quality care to those in our community who need our services. We provide dedicated care across different settings, including Active Ageing Centres, Senior Care Centres and home healthcare services, ensuring support reaches all who require it.

Beyond clinical care and caregiver support, our services are enhanced by a variety of holistic initiatives aimed at promoting overall wellness

and well-being. We organise patient outings, offer financial support and raise mental health awareness to address the needs of our clients and families.

Like a restaurant that relies on a cohesive team from the kitchen to service and cleaning staff, our success hinges on the dedication of our volunteers, the collaboration with diverse partners, the generosity of our donors and the professionalism of our excellent staff. Collectively, we make a huge impact.

Our volunteers and partners commit their time and energy to make our many programmes and events possible. They enrich every event experience with their laughter and a sense of camaraderie to build a supportive and inclusive environment. Our donors generously contribute funds that not only make our programmes possible but also actively participate in many of our events and programmes. The success of our Grant a Wish 2023 campaign was a testament of their generosity, bringing smiles and joy to those who needed it most during the holiday season. Through simple wishes such as plain T-shirts to electrical fans, clients were delighted when their wishes came true.

But most of all, I would like to acknowledge our staff. Their dedication, passion and spirit of collaboration are the secret sauce behind our success. We are incredibly proud of their achievements, and some have been recognised by their peers and the healthcare

Providing care to vulnerable individuals and those in need of health care is our foundation. Similar to a humble restaurant serving nourishing comfort food, we deliver good quality care to those in our community who need our services.

community, receiving awards such as the Community Care Manpower Development Award, the Public Service Medal (COVID-19), the COVID-19 Resilience Medal, and the Singapore Health Quality Service Awards 2024.

The HNF Board continues to support the team to broaden our care efforts and whip up more programmes aimed at enhancing the quality of life for those in need within our community. We deeply appreciate the dedication of our HNF team. With the support of our volunteers, partners, and donors, we are confident we can deliver more for our ageing population and enhance their quality of life.

Our Concept

CEO's Message



Dr Christina Tiong

Chief Executive Officer
Home Nursing Foundation

Welcome to our Home Nursing Foundation (HNF) bistro, where our commitment to care is at the heart of all our offerings.

From expanding our repertoire of programmes and service offerings to forging new partnerships, HNF has continued to grow and innovate in pursuit of our goals year after year. Our philosophy is simple: to empower our patients to live with joy and dignity in the comfort of their homes while fostering a supportive community for both patients and caregivers.

OUR MENU OF CARE

The essence of our care is centered around empowering our patients and their loved ones, both at the community level and through our suite of home care services. We believe in a comprehensive approach that not only addresses clinical needs but also enhances overall well-being and autonomy.

RECIPE FOR HOME CARE EXCELLENCE

Over the years, we have seen that patients feel most at ease and comforted when they are cared for in the familiar surroundings of their own homes. Helmed by dedicated clinicians, our newly launched Integrated Home Healthcare programme allows frail elderly patients who are at the end of their lives remain in the comfort of their own homes – supported by trained

doctors, nurses, social workers and most importantly, surrounded by their loved ones. With services like Advanced Care Planning (ACP), 24/7 telephonic nurse support, grief and bereavement care, we ensure that patients can spend their remaining days with peace, dignity and joy.

FEAST FOR THE CAREGIVING COMMUNITY

Bringing caregivers, experts, and stakeholders together to share valuable insights into sustainable caregiving, our Caregiving Conference was a feast of knowledge and inspiration. Through workshops, the provision of resources, and networking opportunities, attendees were empowered to enhance their caregiving journey and find support within a community of peers.

Our newly-established Community, Resource, Engagement & Support Team (CREST) has been instrumental in promoting mental health awareness and providing vital support to clients and caregivers living in the Fernvale and Jalan Kayu vicinity. Through CREST, we implemented a range of outreach programmes and support services tailored to meet the unique needs of the local community. By promoting mental health awareness, offering vital support services, and fostering community partnerships,

we aim to create a resilient and supportive community where individuals and families can live with joy.

New activities and programmes have also been introduced at our senior care centres and active ageing centres to enrich the lives of our community of elders. For example, our animal therapy sessions at Wellness@Hougang and creative clay art workshops at Wellness@Buangkok provide therapeutic outlets that promote mental and emotional well-being. These activities cater to various interests and needs, encouraging social engagement, cognitive stimulation, and improving the overall well-being of our seniors.

LOOKING AHEAD

As we chart our course forward, we will build on these successes and expand our efforts to meet the evolving needs of our community. We will continue to innovate, collaborate, and advocate for the well-being of all those we serve. As we embark on the next chapter of our journey, I invite you to join us at our table in our efforts to make a positive impact. Together, we can stir up something even more amazing and create a brighter, healthier future for generations to come. Let's dig in!

We will continue to innovate, collaborate, and advocate for the well-being of all those we serve.

Board of Management



MR. T. K. UDAIRAM
 President
 Chief Executive Officer
(Sheares Healthcare International Holdings)
 President:
 31 January 2020 – Present
 Date of 1st appointment
 to the Board: 4 July 2019



MS LILIAN THAM EE MERN
 Vice President
 Chief Operating Officer, Group
 Chief Executive Officer, Singapore
(Eastspring Investments (Singapore) Ltd)
 Vice President:
 1 August 2023 – Present
 Secretary:
 24 August 2020 – 31 July 2023
 Treasurer:
 4 July 2019 – 24 August 2020
 Date of 1st Appointment
 to the Board: 17 April 2017



MS ONG HWEE LING JENNY
 Treasurer
 Retiree
 Treasurer:
 24 August 2020 – Present
 Date of 1st Appointment
 to the Board: 11 July 2019



MR TEO HUI YU RICHARD
 Secretary
 Founder & Chief Executive Officer
(RichLife GlobalWealth Pte Ltd)
 Secretary:
 1 August 2023 – Present
 Date of 1st Appointment
 to the Board: 18 June 2020



MS LIM CHOON NOI
 Board Member
 Consultant
(Vanguard Consultancy Pte Ltd)
 Date of 1st Appointment
 to the Board: 22 July 2020



MR GOH JIA YONG
 Board Member
 Partner
(Ernst & Young Advisory Pte Ltd)
 Date of 1st Appointment
 to the Board: 22 July 2020



MR MOCK PACK KAY
 Co-opted Board Member
 Director
(Saratoga Capital (Singapore) Pte Ltd)
 Date of 1st Appointment
 to the Board: 13 July 2021



MS TEE HUI MIN CHRISTINE
 Co-opted Board Member
 Partner
(Allen & Gledhill LLP)
 Date of 1st Appointment
 to the Board: 13 July 2021



MRS DEBY SAROUJIYU PALAKRISHNAN
Board Member
Retiree
Date of 1st Appointment to the Board: 20 September 2016



MS LOW BENG HOI
Board Member
Director of Nursing
Population Health & Community Transformation
(*Khoo Teck Puat Hospital/ Yishun Health*)
Date of 1st Appointment to the Board: 4 July 2019



MS CHARMAINE CHOW
Board Member
Executive Director, Group Compliance, Retail Digital Bank
(*United Overseas Bank Limited*)
Date of 1st Appointment to the Board: 25 January 2018



MS JESSICA HO KIT PING
Co-opted Board Member
Director, Marketing Center of Excellence Asia Pacific & Japan
(*Intel Corporation*)
Date of 1st Appointment to the Board: 12 October 2021



MR THIO TSE GAN
Co-opted Board Member
Cyber Defense & Resilience Leader, Technology & Transformation
(*Deloitte SEA*)
Date of 1st Appointment to the Board: 1 September 2022

Remembering Mr. Tan Shong Ye

In memory of the late Mr Tan Shong Ye

It is with deep sorrow that we announce the passing of Mr Tan Shong Ye, our esteemed board member and advisor. Since joining our board in 2011, Mr Tan served with unwavering dedication in various capacities, including as Secretary, Treasurer and Vice President. He was also the chairman of the Audit and Risk Management Committee, and member of both the Investment Advisory and the Technology Strategy Committees. His insightful guidance, exemplary leadership and tireless commitment have left an indelible mark on our organisation and the patients we serve. Mr Tan's legacy of service will continue to inspire us as we move forward. We extend our heartfelt condolences to his family and loved ones. He will be greatly missed but never forgotten.



Our Leaders





- 1 DR CHRISTINA TIONG**
Chief Executive Officer
Date of Appointment: 10 January 2018
- 2 MS FELICIA SEE**
Head, Human Resource
- 3 MS GLADIS TERN**
Head, Finance
- 4 MR KWEK KAH HEONG**
Head, Digital Innovation and IT
- 5 MR IAN ONG**
Head, Operations and Innovations
- 6 MS LOI SAN SAN**
Head, Communications & Development
- 7 DR NG WAI CHONG**
Head, Clinical Development
- 8 MS CHIANG JIARONG**
Head, Home Therapy and Day Rehab


- 9 MR BRANDON OW YONG**
Head, Social Work
- 10 MS PRECILLA LAI**
Advanced Practice Nurse
- 11 MS CHARINE CHEN**
Assistant Nurse Manager
- 12 MS RENUKA DO NAGALINGHAM**
Nurse Clinician
- 13 MS CORIN LOW**
Nurse Clinician
- 14 MS ANNIE KIONG**
Nurse Clinician
- 15 MS JOAN CHRISTINA HENDRIKS**
Assistant Nurse Clinician
- 16 MS TAN POH CIAN, JEN**
Assistant Nurse Clinician





Taste of Community: Wellness Starters

We start light with a palate of refreshing and innovative community activities in and outside of our wellness centres, created to boost wellness and keep our seniors happy, healthy and fully engaged.



Patient Statistics

HOME CARE SERVICE OVERVIEW



Home Care patients

5,773



New patients admitted to Home Care services

2,501



Home visits

made for Home Nursing, Medical, Therapy and Caregivers' Training collectively

46,077



Home Care referrals received

5,004

SERVICE BREAKDOWN



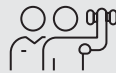
HOME NURSING

Visits **35,002** Patients **4,240**



HOME MEDICAL

Visits **6,747** Patients **2,413**



HOME THERAPY

Visits **4,328** Patients **1,303**



HOME PERSONAL CARE

Hours **71,738** Patients **1,093**



SOCIAL WORK

Patients requiring psycho-social assistance from MSW **2,499**

Unique Medifund cases **452**

TOP 5 HOME NURSING SERVICES TO PATIENTS



WOUND CARE



URINARY CATHETER MANAGEMENT




NASOGASTRIC TUBE FEEDING MANAGEMENT




MEDICATION MANAGEMENT





CHRONIC ILLNESS MANAGEMENT

 **Number of extended-hours emergency nursing visits** **127**


 **Caregiver Training Sessions** **300**

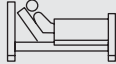
PATIENTS DISCHARGED DUE TO CARE GOALS MET

Number of patients discharged


 **Home Nursing** **217**  **Home Therapy** **426**

PROFILE OF HNF HOME CARE PATIENTS


Number of patients aged 60 and above
5,337


Patients who are bedbound or have mobility issues
2,260

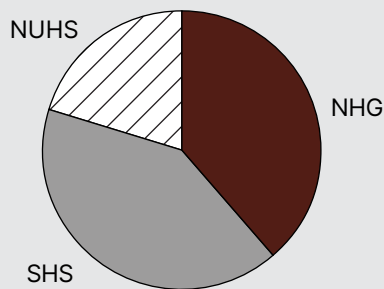

Clients receiving government subsidies for HNF Services
5,734


Patients on financial assistance
686

SERVICES BREAKDOWN (HOME CARE) – BY ZONE

Number of HNF patients staying in each *Regional Health System (RHS)*

- **National Health Group — 38.7%**
- **SingHealth System — 41.4%**
- ▨ **National University Hospital System — 20.2%**




REFERRALS BREAKDOWN (HOME CARE) – BY REFERRAL SOURCE

Tan Tock Seng Hospital	895
Singapore General Hospital	789
Changi General Hospital	662
Sengkang General Hospital	552
Ng Teng Fong General Hospital	329
National University Hospital	233
Khoo Teck Puat Hospital	354
Hospice	217
Polyclinic	145
Community Hospital	781
National Specialty Centre	61
Community Service Providers & Self-Referrals	869

CENTRE-BASED SERVICE OVERVIEW



Senior Care Centre clients served
265


Maintenance Day Care sessions
8,926


Dementia Day Care sessions
12,906


Active Rehab sessions
2,653

PROFILE OF HNF CENTRE-BASED PATIENTS


Clients receiving subsidies for HNF services
252


Patients on financial assistance
10



Animal Therapy

AT WELLNESS@HOUGANG

Research has shown that human-animal interaction can lead to physical and mental health benefits, such as lowering stress levels. For the seniors who gather at our Wellness@Hougang, we started Animal Therapy sessions in May 2023 and these have brought great joy, especially to the seniors with dementia.

Held approximately once every month, the seniors love the opportunity to not only experience nature, but also interact with dogs and horses. As part of the horse therapy sessions offered by Healing Horses, they get to pat, groom, feed and walk the horses. As for Healing Paws offered by SOSD, dogs are brought to our centre where the seniors get to play with, groom and feed the dogs under the guidance of experienced volunteers.



Clay Art Workshop

AT WELLNESS@BUANGKOK

Ten seniors created beautiful works of clay art over four 90-minute sessions held at Wellness@Buangkok. While creating their pottery works, the seniors enjoyed easy conversation, making friends and bonding among themselves.



Healthier SG

ROADSHOW

We participated in the Healthier SG Roadshow, which is a nationwide initiative by the Ministry of Health to help Singaporeans take steps towards better health and quality of life. Held at Bishan-Ang Mo Kio Park from 8-9 July 2023, 17 seniors from Wellness Club@Buangkok showcased their musical talent with their Angklung performance. The *Angklung* is an Indonesian musical instrument made of a varying number of bamboo tubes attached to a bamboo frame. We also set up a booth to raise awareness of our home nursing services and recruit volunteers for various activities and events.



WELLNESS CLUB@ BUANGKOK

Open House

To spread awareness of our services at HNF Wellness Club@Buangkok to seniors in the community, we organised an open house on 14 Jan 2024. Nearly 60 seniors turned up for the event, during which they received Traditional Chinese Medicine (TCM) treatments and essential health screenings, including eye examinations, mental wellness assessments, and screenings for cholesterol and diabetes.





Gourmet Healing: Quality Home Care Mains

Moving on to our substantial mains, we offer a meaty smorgasbord of new offerings that not only improve the quality of home nursing care, but also expand our services to the end-of-life spectrum and mental health.



INTRODUCING

End-of-Life Care

Following the identification of end-of-life care as a top priority in 2022, we launched the Integrated Home Health (IHH) pilot programme – holistic end-of-life (EOL) care in October 2023.

To better support patients who wish to pass away peacefully at home, and their caregivers, IHH includes Advanced Care Planning (ACP) services, help in managing end-of-life symptoms with 24/7 phone support and bereavement support services. IHH is offered to patients who have been given a prognosis for life expectancy of about six months to a year. Since the launch, we have helped **62** clients, with **33** clients passing away at home according to their wishes.

To meet the growing demand, we are conducting ongoing training for our clinical staff so that we can expand the programme to support 360 patients over the next three years.



INTRODUCING

CREST: Community, Resource, Engagement & Support Team



People are increasingly recognising that mental and emotional health is a priority. In response, from July 2023, our Community, Resource, Engagement & Support Team (CREST) has been working to raise awareness of mental health conditions and dementia. Comprising social workers, our CREST team focuses on early identification of signs of mental health conditions and dementia such as memory loss and confusion, and providing holistic care for clients and caregivers through emotional support, monitoring, service linkage, and meaningful activities such as mental health talks.



Since its inception, CREST has reached out to **855** individuals and supported **144** clients.

CONFERENCE:

Creating a Sustainable Caregiving Community

Over 1,000 participants (physical and virtual) attended the second edition of caregiving conference held at the Suntec Convention Centre on 6 October 2023. Featuring topics related to caregiving such as the needs of caregivers, resources and programmes and the importance of self-care, some of the renowned speakers - who hailed from diverse academic and healthcare backgrounds - included Mr Samuel Ng, CEO and Founder of Montfort Care, Dr Rahul Malhotra from the DUKE-NUS Medical School and Ms Carol Yeung from the Agency for Integrated Care. They shared valuable insights on caregiving practices and how to navigate the complexities of caregiving with resilience and joy.

Scan the QR code to learn more about the topics discussed during the conference.







Sweet Satisfaction: Joy at Work

Akin to a dessert course, being able to do fulfilling work is sweetly satisfying and we pay tribute to the wonderful people, volunteers and tireless fundraisers behind the scenes.

Awards

COMMUNITY CARE MANPOWER DEVELOPMENT EXCELLENCE AWARD (CCMDA)

This award provides opportunities for those who are looking to pursue and grow a career in the Community Care sector. On 6 September 2023, HNF Nurse Manager Charine Chen received the CCMDA from Mdm Rahayu Mahzam, Senior Parliamentary Secretary, Ministry of Health. Charine has embarked on a 3-year course to obtain a Master of Business Administration (Health Management).



PUBLIC SERVICE MEDAL (COVID-19)



Our Chief Executive Officer, Dr Christina Tiong, Advanced Practice Nurse, Precilla Lai and Nurse Clinician, Corin Low were awarded the Public Service Medal (COVID-19) in recognition of their outstanding efforts in managing the impact of the pandemic.

COVID-19 RESILIENCE MEDAL

The COVID-19 Resilience Medal is a national award that recognises the substantive contributions of those who participated in Singapore's fight against COVID-19.

CONGRATULATIONS TO:

Charine Chen, *Nurse Manager*
Renuka D/O Nagalingham, *Nurse Clinician*
Annie Kiong, *Nurse Clinician*
Candace Kwok, *Senior Staff Nurse*
Sharon D/O Veejayakumar, *Senior Staff Nurse*
Tan Yee Cher, *Senior Staff Nurse*
Tan Hui Fang, *Senior Staff Nurse*
Felicia See, *Head, Human Resource*
Hafidah Binte Saipollah, *Nurse Clinician*
Hayaty Binte Abdullah, *Senior Staff Nurse*
Shirley Lim Sin Lee, *Senior Staff Nurse*



SINGAPORE HEALTH QUALITY SERVICE AWARDS (SHQSA) 2024



This national-level award recognises healthcare professionals' service excellence in going beyond the scope of duty. Held on 23 January 2024, the award ceremony was graced by Dr Janil Puthuchery, Senior Minister of State for Health. HNF was honoured to receive 5 Gold and 9 Silver awards.

We were also awarded a **Letter of Commendation for the Best Team Award** for Clinical Practice Improvement Category – End of Life Care team.

The team consists of Dr Ng Wai Chong, Head of Clinical Development; Precilla Lai, Advanced Practice Nurse; Charine Chen, Nurse Manager; Chiang Jiarong, Head of Home Therapy and Brandon Ow Yong, Head of Social Work.

Volunteering Initiatives

VOLUNTEER BEFRIENDING PROGRAMME

For the first time, we reached out to volunteers and empowered them to connect with and help seniors in the community. Started in January 2023, the volunteers who signed up for our Volunteer Befriending Programme learned effective communication techniques and practical tips on how to build rapport and meaningful relationships with seniors.

If you are keen to make a difference to the lives of those we serve, scan the QR code to join us as a befriender!



MID-AUTUMN CELEBRATION AT GARDENS BY THE BAY



On 13 September 2023, our patients celebrated Mid-Autumn Festival at Gardens by the Bay, immersing themselves in the festive atmosphere while enjoying the beauty of nature. They were also treated to live musical performances against the stunning backdrop of the Supertrees, adding to the magical atmosphere of the evening.

INTERNATIONAL DAY OF OLDER PERSONS

We celebrated the International Day of Older Persons by inviting three remarkable seniors and their families for a special photoshoot. Chosen for their inspiring stories and strength, the seniors created lasting memories with their families during the photoshoot, with candid moments of joy, laughter, and love captured on camera.

Scan the QR code
to read their stories.



CELEBRATING INTERNATIONAL VOLUNTEER DAY



Last December, we celebrated International Volunteer Day at HNF Wellness Club@Buangkok, by bringing together 30 volunteers and guests for a day where they were feted with great food at a buffet lunch and experiences, including an essential oil workshop. Volunteers had the chance to make friends with each other and share their experiences. Through this initiative, we expressed our heartfelt appreciation to each volunteer for their time, effort, and commitment.

Fundraising Initiatives

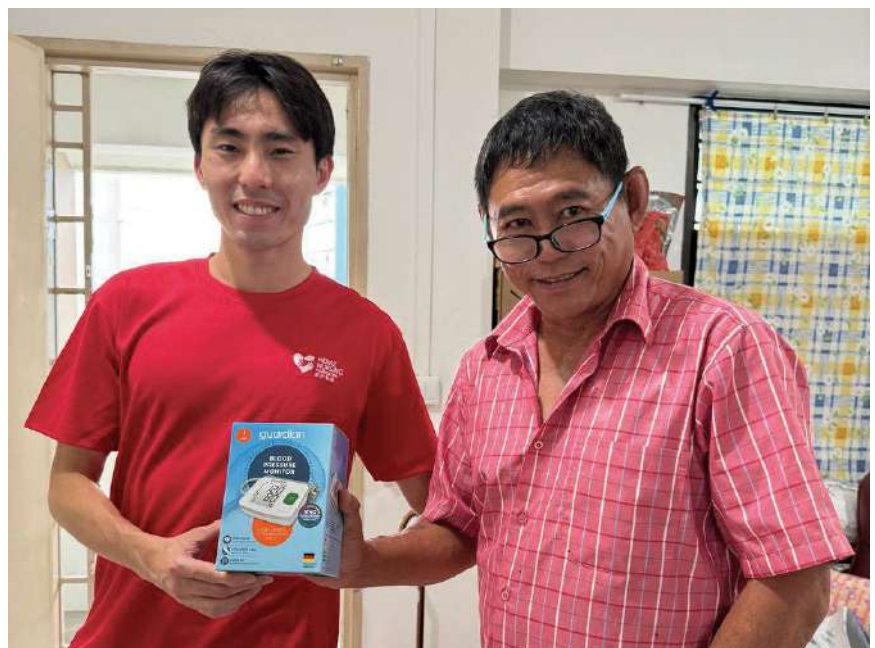
MOTHER'S DAY CAMPAIGN

We raised a total of \$23,001 on fundraising site, Giving.sg through our Mother's Day campaign where we partnered with Upflower – a local home-based, mother-son business – to raise funds for our underprivileged patients. With every donation of \$100, donors will receive a handmade crochet bouquet in appreciation of their gift.



GRANT A WISH CAMPAIGN

Our Grant A Wish Campaign 2023 was a huge success as we raised a total of \$161,687 in partnership with Takagi Ramen and Singapore's top marathoner, Soh Rui Yong, and fulfilled the Christmas wishes of our home care patients which included requests for household gifts such as bedsheets, standing fans and walking sticks. The proceeds raised touched the lives of our patients and showed them what it is like to be surrounded by warmth and kindness at Christmas.



PILATES GIVES CAMPAIGN

In collaboration with Pilates instructor Rachel Loke, our Pilates Gives campaign raised a total of \$8,138 on fundraising site, Giving.sg in the months of May and December 2023 to raise awareness and funds for our underprivileged patients. With every donation of \$50, donors received a 1-hour Matwork Pilates session.



GIFT A JOY PACK

Our Gift A Joy Pack campaign raised \$26,721 on fundraising site, Giving.sg, successfully spreading festive cheer to our home care patients for the Lunar New Year. Joy Packs filled with festive goodies and decorations were distributed, and volunteers also brought some patients out for a festive shopping trip and reunion lunch at Vivocity.



Appreciation

ORGANISATIONS

\$50,000 and above

Credit Suisse Trust Limited
Singapore Rubber Millers Association
Singapore Tote Board

\$10,000 to \$49,999

Azalea Investment Management Pte Ltd
GLP Pte Ltd
Goh Foundation Limited
Kwan Im Thong Hood Cho Temple
NTUC Fairprice Foundation
The Grace Shua And Jacob Ballas Charitable Trust
TTJ Design & Engineering Pte Ltd

\$5,000 to \$9,999

Asia Enterprises Pte Ltd
City Rangers Sports Club
Ho Bee Foundation
Hua Siah Construction Pte Ltd
Mellford Pte Ltd
RSM Chio Lim LLP
The Community Foundation Of Singapore
UK Online Giving Foundation
Woh Hup (Private) Limited
Wong and See Foundation
Zu-Lin Temple Association

\$1,000 to \$4,999

Abwin Leasing Pte Ltd
Affluence Resource Pte Ltd
An-Nur Mosque
Barclays Bank PLC
Capital Airconditioning International Pte Ltd
Che Hian Khor Moral Uplifting Society (Singapore)
Dou Yee Enterprises (S) Pte Ltd
GT San Engineering Pte Ltd
HR Factors Personnel Pte Ltd
Jk Group, Inc. Trustees For Wellington
JR Life Sciences Pte Ltd
Lee Care Solutions SG Pte Ltd
Lingjack Engineering Works Pte Ltd
Lions Club of Singapore
Liu Du Ci Shan Hui
M/S Frisco Tecnology & Services Pte Ltd
Medifund Committee
Mobot Pte Ltd
Outsource Asia Industries (2008) Pte Ltd
Prime Orbital Technologies Pte Ltd
PT-G Builders Pte Ltd
Quantum Automation Pte Ltd
SBM Computers Pte Ltd
Selecta Electronics Pte Ltd
Seng Choon Engineering Pte Ltd
Seng Hoe Hardware & Engineering Pte Ltd
South Wind Sdn.Bhd
Star Ready-Mix Pte Ltd
Surgical Associates Pte Ltd
Tai Pei Foundation
Tak Products & Services Pte Ltd
Takagi Ramen Pte Ltd
Tampines Chinese Temple
Teo Soon Seng Pte Ltd
Win Holdings Pte Ltd

INDIVIDUALS

\$10,000 and above

Chuah Kee Heng
Kok Siew Hoong
Lim Yean Nyok
Loke Yuen Kin Ruby
Oan Chim Seng
Sie Alexander Tuck Kai
Tan Yang Guan
Wong Soon Peng Adrian

\$5,000 to \$9,999

Aamir Hatim Nakhoda
Ah David
Bijjala Radhakrishna
Chan Kwan Huat
Chang Yeh Hong
Chen Yuming
Chua Yao Teng
Hoon Qiwei
Hua Jing
Keen Mun
Keh Wen Qing Justin
Khoo Whee Leng
Koh Lee Kiow
Kok Wai Yee Patricia
Kwok Yew Kai Colin
Lee Hui San
Lee Joo Ee Evelyn
Lek Jiunn Feng
Liau Chi Yau Phyllis
Lim Yuan En
Lim Yuan Kang
Lin Qinghui
Lin Yu Ming
Ng Kim Kiat
Peh Hong Yee
Soong Wei San
Tay Sor Hoon
Tiong Shu
Wilson Chia & Chia Kok Kee
Wong Ling Ming
Wong Yuen Lien

Wu Chiaw Ching
Yeoh Choon Jin
Yip Hui Fen Jeannie
Yung Bee Eng

\$1,000 to \$4,999

ACW
Ai Leng
Andrew Yam Kean Tuck
Ang Chiew Guat
Ang Whye Teong
Arthur Chai Shaw Pu
Arunasalam Jeyakumar
Aw Chye Huat
Bay Ee Lin Sharon
Beverly Goh Pi Lee
Chan Weng Kong
Chang Yunn Ling
Chantraine Ernst Chantraine
Charles Tseng
Cheah Chang Chuen Mark
Cheang Swee Kheng
Chee Yew Chung
Chen Christine Yuanxin
Chen Dingming, Benedict
Chen Yew Nah
Chia Ghim Chuan
Chia Hoi Mun
Chia Hong Moi
Chia Hwee Ming
Chia Wei Hong
Chiang Kok Keong
Chiang Wing Chiong
Chin Kim Tham
Chin Wan Li/Chin Wang Li Ling
Chin Yau Seng
Chionh Su Lin
Chng Chee Kiong
Choe Tse Wei
Chok Soo Hoon Mildred
Chong Cher Cheong
Chong Khee Yin

Choo Bee Li
Choo Hock Lye
Choonnoi Lim
Christopher Khoo Soo Guan
Chua Angeline
Chua Hay San
Chua Kim Chiu
Chua Kim Suan
Chua Poh Yen
Chung Chun Yee John
Chung Evelyn
David Lee Eng Thong
Dhamma Surya
Edward Anwar
Ee Seck Leng Stanley
Ee Soon Hua Esmond
Ee Tze-Yin Elaine
Elaina Foo Shirong
Eng Hsi Ko Peter
Eng Wah Len Andrew
Estate of Ms. Wendy Goh
Eve
Fong Pak Gek
Franky S Tanudjojo
Fu Hwee Ling
Gan Soh Har
Goh Boon Seng
Goh Gaik June
Goh Hock Lye
Goh Hwee Chen
Goh Jia Yong
Goh Jing Sua Samuel
Goh Kah Leng
Goh Khee Teong
Gregory Gerard Choong Way Min
Gue Lee Yuan
Han Hui Fong
Hee Siew Fong
Hew Chee Fatt
Hing Kian Hui
Ho Jun Keong
Ho Ki Hon Kelvin

Appreciation

Ho Kok Sun Kevin
Ho Lian Lee
Ho Seong Peng
Ho Shin Siew Tanny
Ho Siow Ling
Hoe Hwee Chin
Hong Randall
How Siang Meng
Jain Praveen
Juthika Ramanathan
Kamal Kant S/O Chhotalal
Kapoor Shashi
Karen Low Yoke Cheng
Kee Meng Yew
Khoo Boo Jin
Khoo Whee Luan
Koh Guan Hong
Koh Kai Ling Angeline
Koh Kok Ong
Koh Minmin Angela/Tan Swee Hwa
Koh Yak Boo
Kok Chee Meng
Kong Ong Lim Lynn
Kuan Ren Qiang Patrick
Kwok Chiou Ing Emily
Kwon Yoong Sang
Lai Li Fang
Lai Manting, Precilla
Lai Yeow Choy
Lam Kim Meng
Lam Pei Li
Lau Kai Cher
Lau Teh Yee
Lee Hong Seng
Lee Kian Soon
Lee Kim Tong Victor
Lee Kit Ming Edmund
Lee Pau Heong
Lee Ping
Lee Sau Hun
Lee Shean Wei
Lee Toh Sheng Samuel
Lee Wan Chew
Lee Wee Jean
Lee Yee Mun
Leong Ann Jong

Leong Hong Yong
Leong Kriscarel
Leong Lai Han
Leow Chee Wee
Li Qianwen
Lim Boo Leong
Lim Boon Eng Julie
Lim Chiow Pheng
Lim Chooi Seng
Lim Eng Khiang
Lim Ewe Teck Andy
Lim Feng Philip
Lim I Lynn, Adeline
Lim Jiangu Ling Jane
Lim Joo Yong
Lim K S Marcus
Lim Mei Yin
Lim Ming Long
Lim Sian Leong
Lim Sim Pei
Lim Soon Peng
Lim Teck Chai, Danny
Lim U-Lin Queenie
Lim Yok Ley
Lim Yok Ley
Lin Jianjun, Jason
Ling Ji Min
Lisa Ong
Liu Jin Tang
Liu Liwei
Loh Choh Yau
Loh Guo Pei
Loo Lee Leng
Low Hwee Chua
Low Weng Cheong
Lynee Tiah Lan Tim
Mak Loke Peck
Matthew Teng Wen Lien
Mohan Raj Gupta
Mrs Teh Lai Yip Nee Foo
Mukerji Shantanu
Nai Lee Keng
Ng Aik Cheng
Ng Boon Seng
Ng Chee Weng
Ng Chee Yeng

Ng Cheow Boo
Ng Chwee Ee
Ng Heong Pin
Ng Ka Shan
Ng Khin Kwee
Ng Ping Ping
Ng Seng Hung Gary
Ng Wui Kern
Ng Yik Koon
Ngo Tong Kwee
Nguyen Thi Diem My
Nontarat Thongpumpurksar
Oh Chin Huat
Oh Thay Lee
Ong Binh Chan
Ong Cheng Hock
Ong Hwee Ling Jenny
Ong Juay Pin
Ong Kee Chuan
Ong Mong Siang
Pang Siew Yong
Pek Tiong Khuan
Phee Ah Huat @ Tan Kok Tiau
Poruri Ramakrishna
Pua Poh Heng
Quek Kwang Sieah
R. Vinayakan Aiyer
Rahadja Linda
Ramalingam Paramasivam
Ratna Djojokusumo Santosa
Regina Chan Chak Fun
Richardson Margaret Mary
S L Chan
Seah Lay Hoon
See Lei Mui
See Sarah
See Tho Ving Yuen
Seet Joyce
Seetoh Wai Kit
Seow Keng Seng
Seow Kim Cheng Troy
Serene Han
Shariff Nureen Naushadali
Sim Boon Leng
Sim Choon Lang
Sim Kwang Ying

Sim Lay Hong
Sim Siah Kwang
Sim Sok Peng
Sim Soo Hoon Eunice
Sk
Soh Chiow Sin
Soh Kay Log
Song Wilson
Srivastava Anurag
Sulaiman Halim
Sum Sui Cheng
Sun Jianjun
Tan Chew Chuah
Tan Eng Hwa
Tan Gek Choo
Tan Hui Eng
Tan JH
Tan Kay Boon
Tan Keng Sin/ Fong Mooy
Tan Kim Biau
Tan Kim Chwee
Tan Kim Ping
Tan Kim San
Tan Kok Leong
Tan Mee Ling Aileen
Tan Nguan Chee
Tan Poh Cheng Shirley
Tan Poh Kiang
Tan Sew Kin
Tan Siok Lan
Tan Su Lyn, Claudine
Tan Suet Mien
Tan Swee Tin Agnes
Tan Sze Hui Karen
Tan Teck Ling
Tan Teng Teng Cindy
Tan Wai Seng
Tan Yun Joo
Tay Chia Hui Audrey
Tay Keng Ong Yvonne
Tay Kia Han
Tay Victor
Tee Lea Cheng
Teh Wei Fong
Teo Hwee Hua
Teo Koon Seong

Teo Pit Lian
Teo Seh Lee
Teo Yong Hua
Teow Kiok Liang
Tern Hui Kuan
Thali Koattiath Udairam
Tham Kum Ying
Thia May Lian
Thin Ying Ning
Thio Tse Gan
Toh Khai Hin
Tok Eng Seng
Tseng Ren-Fa
Wan Fook Weng
Wan Siew Mei
Wang Wai Lian
Wong Cheok Chee
Wong Chiew Mann
Wong Liang Feng
Wong Mei Gin
Wong Nguk Yoong
Wong Siew Cheong
Wong Yew Choo
Woo Yat Cheong John
Yap Lian Eng
Yee Lai Ching
Yeo Hwee Joo
Yeo Jer Siong Christopher
Yeo Lik Seng
Yeo Yee Han
Yong Chin Chin
Yong Kwek Kuen
Yoong It Siang
Yow Chwee Eng
Zachary Tan Meng Ann

Peek in the Kitchen:

Corporate Governance

GOVERNANCE, STRUCTURE AND MANAGEMENT

The Board of Management (the “Board”) of the Charity may comprise up to 10 board members and up to four co-opted board members. The Board is elected by members of the Charity in the Annual General Meeting (AGM).

As of 31 March 2024, the Board comprised 9 board members and 4 co-opted board members who were elected by the Board, as per the Constitution of the Charity. The Board met four times between 31 March 2023 and 31 March 2024 and will be meeting once more at the AGM to approve the publication of this Annual Report and Financial Statements.

The Board sets and regularly reviews the Charity’s strategic direction and oversees governance of the Charity. The Board is responsible for upholding the Charity’s values and ensures the Charity achieves its objectives. The Board also guides and supports the Chief Executive Officer (CEO) and approves annual budgets.

During the 38th AGM on 1 August 2023, we re-elected Ms Lilian Tham Ee Mern, Mr Teo Hui Yu Richard, Mr Goh Jia Yong, and Ms Lim Choon Noi as Ordinary Board members. Ms Jenny Ong was also re-elected as Treasurer for an additional one year till August 2024. In addition, Ms Lilian Tham was elected as the Vice-President and Mr Richard Teo as Secretary.

In accordance with Article 8.3B in the HNF Constitution, a member of the Board who has served as Treasurer for a term of three (3) consecutive years shall only be eligible for re-election as a Treasurer for an additional one (1) year. As Ms Jenny Ong reaches the end of the additional one year term as Treasurer, a new Treasurer will be elected in the 39th AGM on 2 August 2024.

EXECUTIVE COMMITTEE AND COMMITTEES

Of the 10 board members, four form the Executive Committee, comprising the President of the Charity, the Vice-President, the Treasurer and the Secretary.

In addition, the Board is supported by an Audit and Risk Management Committee, a Communications and Development Committee, a Clinical and Continuing Education Committee, an Investment Advisory Committee, a Facility Medifund Committee, a Staff and Remuneration Committee and a Technology Strategy Committee. The Executive Committee and the rest of the Committees have specific responsibilities in accordance with their terms of references.

All board members and co-opted board members serve on one or more committees. The President of the Charity chairs the Executive Committee and invites board members to chair and serve on the rest of the Committees. The Committees provide counsel, expertise and support to the CEO and senior management of the Charity. The advisor(s) provide invaluable advice and support to the Board and help inform the short- and long-term strategies and directions undertaken by the Charity. The Executive Committee and all Committees meet regularly, with the CEO in attendance.

HNF BOARD AND COMMITTEES FOR FY2022/23

Position	Key Directorships & Appointments	Attendance at Board Meeting in FY23/24
Mr. T. K. Udairam <i>President</i>	CEO (Sheares Singapore / International) (Sheares Healthcare Group Pte. Ltd.)	4 / 4
Ms Lilian Tham <i>Vice President</i>	Chief Operating Officer (Eastspring Investments)	3 / 4
Ms Ong Hwee Ling Jenny <i>Treasurer</i>	Retiree	4 / 4
Mr Teo Hui Yu Richard <i>Secretary</i>	Founder and CEO (RichLife GlobalWealth Pte Ltd)	4 / 4
Mrs Deby Saroujiyu Palakrishnan <i>Board Member</i>	Retiree	2 / 4
Ms Low Beng Hoi <i>Board Member</i>	Director of Nursing (Population Health & Community Transformation, Khoo Teck Puat Hospital/Yishun Health)	3 / 4
Ms Charmaine Chow <i>Board Member</i>	Executive Director, Group Compliance, Retail Digital Bank, United Overseas Bank Limited	4 / 4
Ms Lim Choon Noi <i>Board Member</i>	Financial Consultant	4 / 4
Mr Goh Jia Yong <i>Board Member</i>	Partner (Ernst & Young Advisory Pte. Ltd.)	3 / 4
Mock Pak Kay <i>Co-opted Board Member</i>	Director (Saratoga Capital (Singapore) Pte Ltd)	3 / 4
Tee Hui Min Christine <i>Co-opted Board Member</i>	Partner (Allen & Gledhill LLP)	4 / 4
Jessica Ho Kit Ping <i>Co-opted Board Member</i>	Director, Marketing Center of Excellence Asia Pacific & Japan, Intel Corporation	2 / 4
Thio Tse Gan <i>Co-opted Board Member</i>	Cyber Defense & Resillience Leader, Technology & Transformation, Deloitte SEA	4 / 4

Peek in the Kitchen:

Corporate Governance

HNF BOARD COMMITTEES FOR FY2022/23

1. Audit and Risk Management Committee

Chairperson:

Ms Lim Choon Noi

Members:

Mr Thio Tse Gan

Mr Jeremy Lee (co-opted)

Ms Tee Hui Min Christine

Secretariat:

Head, Finance

2. Communications & Development Committee

Chairperson:

Ms Jessica Ho Kit Ping

Members:

Ms Ong Hwee Ling Jenny

Ms Lilian Tham

Mr Teo Hui Yu Richard

Ms Tee Hui Min Christine

Ms Charmaine Chow

Secretariat:

Head, Communications &
Development

3. Clinical & Continuing Education Committee

Chairperson:

Ms Low Beng Hoi

Members:

Mrs Deby Saroujiyu Palakrishnan

Ms Rachel Marie Towle (co-opted)

Dr Ng Wai Chong (co-opted)

Dr Shawn Goh (co-opted)

Dr Barbara Helen (co-opted)

Dr Jasmine Kang (co-opted)

Secretariat:

Senior Executive, Operations and
Special Projects

4. Staff & Remuneration Committee

Chairperson:

Mr Goh Jia Yong

Members:

Mr T. K. Udairam

Ms Lilian Tham

Secretariat:

Head, Human Resource

5. Investment Advisory Committee

Chairperson:

Mr T. K. Udairam

Members:

Mr Mock Pak Kay

Mr Soon Yong Kwee (co-opted)

Secretariat:

Head, Finance

6. Technology Strategy Committee

Chairperson:

Mr Teo Hui Yu Richard

Members:

Mr Tan Shong Ye

A/Prof Low Cheng Ooi

Mr Leong Teik Ping Bruce

Mr Srivatsan Tirumalai

Secretariat:

Head, Management
Information System

FACILITY MEDIFUND COMMITTEE

HNF formed its Facility Medifund Committee on 1 June 2013.

The following members were approved by Ministry of Health (MOH) as HNF's Facility Medifund Committee for the term of office dating 1 April 2021 to 31 March 2025.

- 1) Ms Chua Ee Cheng (Chairperson)
- 2) Mr Lim Chong Chee
- 3) Dr Alicia Altorfer-Ong

In FY23/24, 452 patients have benefitted from this fund and the committee will continue to deliver assistance to our needy patients.

GOVERNANCE

Investment and Reserves Policy

The Board is prudent with funds and endeavours to ensure that all money donated by the public is spent and managed appropriately, in accordance with charity law and in line with the wishes of the donors. The Board also oversees the management of investments and reserve funds.

Professional Advisors

- Statutory Auditor:
Baker Tilly TFW LLP
- Legal Advisor (Honorary):
WongPartnership LLP

Officers

Ms Gladis Tern (Head, Finance)

Investment Policy

Investible funds are segregated into two groups, namely: Unrestricted Fund and Restricted Fund.

The investment objectives of the Individual Fund are as follows:

- a. Unrestricted Fund: To keep intact in capital value from which annual cash flows will be generated for HNF's operational use.
- b. Restricted Fund: To achieve similar of better yield than the prevailing bank deposit rates from liquid reserves.

The Funds are structured such that it is invested in equities mainly for long term capital appreciation and dividend; and in fixed income investments for yield. The asset mix will be for portfolio diversification.

As at 31 March 2024, the value of the portfolio investment funds was \$23,720,679.

Reserves Policy

The Board endeavours to hold sufficient funds in reserve to meet the Charity’s needs for approximately three years as a minimum.

Unrestricted Funds comprise donations and other charitable income received for general purpose charitable use. A portion of donations is designated by the Board for particular future purposes and is held pending application to respective designations. Unrestricted funds are often derived from unsolicited donations, rarely from legacies and are therefore unpredictable.

Restricted Funds would be established where monies are donated to HNF for special purposes. Such funds would be held in accordance with the wishes of the donors and used only when a purpose for which they are intended arises.

At 31 March 2024, the balance of the Restricted and Unrestricted funds totalled \$37,152,662.

Expenditure for FY2023/24 was \$24,677,310 (Expenditure is met by a combination of government funding, donations and patient fees).

CONFLICT OF INTEREST POLICY

All board members and staff are to understand and comply with HNF’s Conflict of Interest Policy which requires them to ensure that deliberations and decisions made are in the best interest of HNF. The party involved shall make full disclosure, the nature and extent of any relationship, arrangement, contract or agreement, which may result in a conflict of interest, real or perceived.

Board members and staff will not participate in decision-making and approvals of transactions to which they have a conflict of interest. All board members and staff will be required to file in writing, an updated declaration on an annual basis. However, if at any time following the filing of his or her declaration there occurs any material change in the information contained in the declaration given, either by way of addition or deletion, that board member or staff shall file a supplementary declaration describing such change, as soon as reasonably possible.

WHISTLE BLOWING POLICY

The purpose of this policy aims to provide an avenue for employees to raise concerns and provide guidelines for handling these concerns. The policy shall cover the reporting and investigation of any improper or illegal activities at HNF.

The definitions used for the purpose of this policy are as follows:

Term	Term
Whistle-Blower	Person making a protected disclosure about improper or illegal activities.
Whistle-Blowee	Person(s) implicated in disclosure made by the whistle-blower.

This policy which aims to guide whistle-blowing procedures stems from HNF’s commitment to developing a culture of openness, accountability, and integrity. HNF encourages their employees who have concerns about suspected serious misconduct, or any breach, or suspected breach of law or regulation that may adversely impact the organisation, to come forward and raise the concerns.

More details on the whistle blowing policy may be found on the official website.

GOVERNANCE EVALUATION CHECKLIST

(Covering period 1 April 2023 to 31 March 2024)

HNF falls under Advanced Tier of Guidelines for purposes of the Code of Governance for Charities and Institutions of a Public Character.

The Advanced Tier is applicable to large IPCs with gross annual receipts of \$10 million or more.

The Governance Evaluation Checklist covers only the key principles and guidelines in the Code of Governance for Charities and IPCs.

Peek in the Kitchen:

Corporate Governance

The following disclosures have been made public through the Charity Portal.

S/No	Code Description	Code ID	Compliance
BOARD GOVERNANCE			
1	Induction and orientation are provided to incoming Board members on joining the Board.	1.1.2	Complied
	Are there governing board members holding staff ¹ 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 their executive functions and operational duties which are distinct from their Board roles.	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.	1.1.7	Complied
	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.		
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	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied
	Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if “No”)		Yes
7	The charity discloses in its annual report the reasons for retaining the governing board member who has served for more than 10 consecutive years.	1.1.13	Complied
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied
CONFLICT OF INTEREST			
9	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
10	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied
STRATEGIC PLANNING			
11	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
12	There is a documented plan to develop the capacity and capability of the charity and the Board monitors the progress of the plan.	3.2.4	Complied
HUMAN RESOURCE AND VOLUNTEER² MANAGEMENT			
13	The Board approves documented human resource policies for staff.	5.1	Complied
14	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

S/No	Code Description	Code ID	Compliance
15	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied
	Are there volunteers serving in the charity? (skip item 16 if "No")		Yes
16	There are volunteer management policies in place for volunteers.	5.7	Complied
FINANCIAL MANAGEMENT AND INTERNAL CONTROLS			
17	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	Complied
18	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied
19	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied
20	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied
21	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 22 if "No")		Yes
22	The charity has a documented investment policy approved by the Board.	6.4.3	Complied
	Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if "No")		Yes
FUNDRAISING PRACTICES			
23	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 23 if "No")		Yes
24	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied
DISCLOSURE AND TRANSPARENCY			
25	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 26 and 27 if "No")		No
26	No governing board member is involved in setting his own remuneration.	2.2	–

Peek in the Kitchen: Corporate Governance

S/No	Code Description	Code ID	Compliance
27	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. Does the charity employ paid staff? (skip items 28, 29 and 30 if “No”)	8.3	– Yes
28	No staff is involved in setting his own remuneration.	2.2	Complied
29	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	Complied

DISCLOSURE AND TRANSPARENCY

30	The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family ³ belonging to the Executive Head ⁴ or a governing board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that there is no paid staff, being a close member of the family ³ belonging to the Executive Head ⁴ or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.	8.5	Complied
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PUBLIC IMAGE

31	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied
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NOTES:

- 1 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.
- 2 Volunteer: A person who willingly serves the charity without expectation of any remuneration.
- 3 Close member of the family: A family member belonging to the Executive Head or a governing board member of a charity —
(a) who may be expected to influence the Executive Head’s or governing board member’s (as the case may be) dealings with the charity; or
(b) who may be influenced by the Executive Head or governing board member (as the case may be) in the family member’s dealings with the charity.
A close member of the family may include the following:
(a) the child or spouse of the Executive Head or governing board member;
(b) the stepchild of the Executive Head or governing board member;
(c) the dependant of the Executive Head or governing board member.
(d) the dependant of the Executive Head’s or governing board member’s spouse.
- 4 Executive Head: The most senior staff member in charge of the charity’s staff.

MAKE A DONATION

My Personal Particulars

Name (Dr / Mr / Ms / Mrs / Mdm)

NRIC/FIN. - -

(NRIC/FIN is required for automatic tax deduction)

Company Name _____

Company Unique Entity No. (previously know as "ROC"/"ROB")

(Only applicable for corporate donation)

Address _____

_____ Postal code _____

*Tel _____ *Mobile _____

*Email _____

Note: Fields with * are mandatory. Contact details are for donation verifications and outreach purposes. All donations made between 1 January 2024 to 31 December 2024 to HNF will qualify for a 250% tax deduction.

- Opt me out of HNF news and updates
 Opt me out of HNF volunteering activities
 Opt me out of HNF Annual Report Acknowledgement

I would like to make a DONATION

- Monthly** **One-time**
- \$24 \$71 \$150 \$200 \$500 \$1000
- Other amount:** **Other amount:**
- \$.00 \$.00

I am an existing monthly donor, please increase my monthly contribution to

\$.00

By providing the information in this donation form, I agree and consent to Home Nursing Foundation ("HNF") collecting, using, disclosing and sharing amongst themselves my personal data, and disclosing such personal data to HNF's authorised service providers and relevant third parties for purposes reasonably required by HNF to process my donation.

PAYMENT METHOD

Please send me GIRO form

Cheque

Bank & Cheque No.:

(Please make payable to "Home Nursing Foundation")

Credit Card

VISA MASTERCARD AMEX

Credit Card No.

Name on card

Expiry Date /

Signature _____

ABOUT HOME NURSING FOUNDATION

Founded in 1976, HNF is an established charity that provides home healthcare services in Singapore, regardless of our patients' ability to pay. Dedicated to all-round support for our patients, HNF delivers comprehensive care programmes to look after patients' emotional well-being and healthcare needs.

Our HNF Wellness @ Hougang and Buangkok centres offer an array of social activities, social support and holistic healthcare services to help our elderly stay independent in their own community.

At HNF, we believe that home is where the heart is and we hope to continue to do more with your support!

 6854 5555

 fundraising@hnf.org.sg

 www.hnf.org.sg

 home.nursing.foundation

 home_nursing_foundation

Give online by scanning this QR code



Make Caring and Sharing a part of your daily life!

Pledge a monthly contribution to help our vulnerable patients in need



4x
cups of
gourmet
coffee

= 1 Home Personal
Care Session (\$24)



1x
massage

= 1 day of Dementia
Day Care (\$71)



1x
hearty
family
meal

= 1.5 Home
Nursing Visits (\$150)

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Please download
the latest financial
statements for
FY23/24 from our
website.



HOME NURSING FOUNDATION

490 Lorong 6 Toa Payoh,
HDB Hub #05-10
Singapore 310490

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@ [home_nursing_foundation](https://www.instagram.com/home_nursing_foundation)