



# ANNUAL REPORT

## FY2021/2022

01 Apr 2021 to 31 Mar 2022

**The Singapore Association of Social Workers** (UEN: S71SS0013A)

&

**Family Resource & Training Centre** (UEN: S94CC1040A)

Tel: 6778 7922

Email: [admin@sasw.org.sg](mailto:admin@sasw.org.sg)

Website: [www.sasw.org.sg](http://www.sasw.org.sg)

Address: Block 324 Clementi Avenue 5 #01-209 Singapore 120324



Photo: 'We Try Anyway' by Ms Tang Xiao Feng, Venus



THE SINGAPORE ASSOCIATION OF SOCIAL WORKERS

Our Vision

*A Thought Leader  
for the Social Work Profession and the Promotion of Social Justice*

Our Mission

- Providing development to raise professional standards*
- Advancing advocacy across systems to achieve equality*
- Galvanizing social workers towards a greater sense of professional identity*
- Enabling adaptive work to effect change for the common good of society*

CONTENTS

04	<u>President’s Report</u>
06	<u>Treasurer’s Report</u>
08	<u>Corporate Governance</u>
10	<u>Committees for the Term 2021 to 2023</u>
12	<u>SASW Organisation Structure</u>
14	<u>FY2021 Highlights</u>
20	<u>Reports of Standing Committees</u>
	• Professional Ethics 22
	• Finance 23
	• Membership & Registration 24
	• Public Relations 28
	• Publications 34
	• Training & Professional Development 40
	• Family Resource and Training Centre 44
46	<u>Reports of Chapters</u>
	• Criminal Justice Social Work 48
	• Disability Social Work 50
	• Family Social Work 52
	• Medical Social Work 54
	• School Social Work 56
58	<u>Reports of Special Committees</u>
	• Crisis Response Committee 60
	• Discipline Board 60
62	<u>Reports of Interest Groups</u>
	• Housing Support Network 64
	• Practice Research Interest Groups 66
68	<u>Reports of SASW Representatives</u>
	• Singapore Council of Women’s Organisations 68
	• International Federation of Social Workers 68
	• SMC Complaints Panel 68
70	<u>Contact Us</u>
72	<u>FY21/22 Audited Financial Statements</u>



# President's Report



Dear SASW Members, Social Workers and Friends,

It is a pleasure for me to present my first President Report for the period of April 2021 to March 2022.

One of the first tasks the newly elected Executive Committee had was to develop our strategic plan. This had to be done alongside planning for our annual major events and driving execution to achieve our short term goals and address current operational challenges.

I am deeply grateful for each and every one of our Executive Committee member, past and present, and our staff team, for generously sharing their operational expertise and experiences- this enabled us to learn from the past, understand the contexts of our current challenges as we developed our strategic plan to strengthen the foundation for the future.

I had shared our strategic plan at the Social Work Day in March this year. Since then, we had invited members' inputs at focus group discussions and various platforms. We are working to incorporate your ideas, feedback and suggestions into our detailed plan which will be shared in the coming months.

Our strategic plan reflects the deep commitment of our profession to address pressing issues facing our society, particularly those that concern vulnerable populations. The plan also seeks to prepare future ready social workers who are poised to address emerging and diverse issues as society evolves rapidly. These pillars are underpinned by our commitment to you, our members, to build a forward-looking and financially sustainable organisation.

As President and your fellow colleague, I am incredibly proud of the resilience, agility and thought leadership our fraternity has demonstrated in addressing the many challenges of the past year as well as attending to emerging areas such as our social work role in co-building a new world from the disruptions of the pandemic and critical areas like the integration of social and health domains.

I would like to thank my fellow Executive Committee members for their immense support in my first year, the staff team for always being ready to go the extra mile and of course, to our members- thank you for doing all of that very important work in the various diverse areas of social work, wherever you are!

**Ms Tan Sze Wee**  
**President**

## SASW Strategic Plan 2022-2025

### Advance a strong commitment and professional identity for the SW profession and association

- **Strategy 1:** Create a strong professional identity for social workers through clearly demonstrating competency and skill sets of social workers within different specialisations.
- **Strategy 2:** Promote the social work profession and shape public perceptions of the profession as one that is professional, valuable and requires specialised skills.

### Build professional standards and capabilities for future ready social workers

- **Strategy 3:** Advance excellence in social work education and research through collaborating with strategic partners to support the development of competent and capable social workers for the future.
- **Strategy 4:** Establish FRTC as the preferred provider of in-practice social work training through bringing the sector's best people together, combining expertise from across disciplines to promote interprofessional learning as we work together to solve society's complex problems.
- **Strategy 5:** Build competencies and develop standards in digitalisation skills to support professional practice and social innovation.

### Create organisational excellence and relevance

- **Strategy 6:** Create a strong and distinct purpose and culture that will drive our impact and enable SASW to attract and mobilise the best people in our exco, staff team and committees.
- **Strategy 7:** Build a sustainable financial plan that supports SASW's aspirations.
- **Strategy 8:** Use technology and data to streamline internal efficiencies and empower decisions.

### Deepen affiliation and engagement with members and stakeholders

- **Strategy 9:** Develop a clear and attractive value proposition for SASW members and strategic partners so that they will be mobilized to take collective action to advance SASW's mission.
- **Strategy 10:** Foster a diverse, interconnected and inclusive member community through increasing opportunities and developing structures for member networking.

# Treasurer's Report

The Financial Statements for the year ended 31 March 2022 for the Singapore Association of Social Workers (SASW) and Family Resource and Training Centre (FRTC) were audited by Kreston ACA PAC. Auditor's opinion is that both SASW & FRTC and the accompanying financial statements are properly drawn up in accordance with the Societies Act, Chapter 311, the Charities Act, Chapter 37, and the Financial Reporting Standards in Singapore ("FRSs"). In their opinion, the accounting and other records required by the Societies Regulations and the Charities Act have been properly kept in accordance with the Regulations.

## HIGHLIGHTS OF THE FINANCIAL STATEMENT FOR THE YEAR ENDING 31<sup>ST</sup> MAR 2022 - SASW

### MEMBERSHIP FEES

There was a slight decrease in the total membership fees received in FY 2021/2022 (\$25,550) compared to FY2020/2021 (\$27,520).

### MSF GRANTS

The Ministry of Social and Family Development (MSF) had in principle approved a total of \$523,443.22 for Accreditation System in FY2021/2022. MSF had requested SASW to utilise the reserves of \$158,541.39. Thus, the total disbursement received from MSF was \$364,901.83

As a result of the reduction in actual reimbursement from MSF and the drawing down of MSF accumulated reserve, the overall income from MSF-Accreditation was reduced in FY2021/22 (\$370,182) compared to FY2020/21 (\$408,605) and the total expenditure for FY2021/2022 was \$528,051. With this, the deficit was \$157,869 for MSF Accreditation.

Overall, major income comes from The Ministry of Social and Family Development (MSF) grant which had in principle approved the programmes listed below in FY2021/2022:

- a. SWAAB Accreditation \$523,443
- b. Supervision Programme & Mid careerist \$97,969
- c. OSA \$61,071
- d. Social Workers' Day \$17,036
- e. Mentorship programme \$800
- f. Supervision Seminar \$19,988

Below is the SASW Income and Expenditure breakdown for FY2021/2022:

<u>SASW INCOME</u>		<u>SASW EXPENDITURE</u>	
Management fees - OOE & SUP	10%	Depreciation	1%
IT grant	8%	EOM	73%
MSF-Accreditation & supervision	56%	Events & programme	15%
Membership fees	3%	IT expense	2%
OSA, SWD, Supervision Seminar	12%	Others	9%
Other income	8%	<b>GRAND TOTAL</b>	<b>100%</b>
TSS	3%		
<b>GRAND TOTAL</b>	<b>100%</b>		

## HIGHLIGHTS OF THE FINANCIAL STATEMENT FOR THE YEAR ENDING 31<sup>ST</sup> MAR 2022 – FRTC

Due to the gradual easing of restrictions, FRTC was able to resume in-person training courses. Overall, there was an increase in revenue and surplus for the financial year.

FY2021/2022, the FRTC total income increased by 33% to \$463,478 as compared to \$349,772 in FY2020/2021. There was a 45% increase in the total expenditure from \$135,674 in FY2020/2021 to \$196,698 in FY2021/2022. The total surplus increase 20% to \$266,780 in FY2021/2022 compared to \$214,098 in FY2020/2021.

### CONFLICT OF INTEREST

There was no paid staff, being a close member of the family belonging to the Executive Director or a governing management committee member of the Society, who had received remuneration exceeding S\$50,000 during the financial year. The Society's highest-paid staff did not serve as governing board members.

### FINANCES

The funds of the Association shall comprise subscription, donation and such other incomes as are generated through the activities of the Association provided for in the objectives of the Association. Constitution of the Singapore Association of Social Workers.

The Executive Committee is authorized to invest funds of the Association below \$50,000 in furtherance of the objects of the Association on the recommendation of the Finance Standing Committee.

Funds to be invested that are above \$50,000 must have the consent of Members at a General Meeting. The funds of the Association shall not be used for purposes that do not promote the objects of the Association.

### SOCIETY'S ASSETS

SASW does not own any properties. The entity has rented a unit from the Housing and Development Board (HDB) for operating and training purposes.

### MANAGEMENT

Ms Evelyn Lai, Executive Director, and Head, Accreditation joined SASW on 11 Jan 2022. She, together with a team of nine staff, leads the operations of SASW and FRTC, She is responsible for implementing goals and strategies set out by Executive Committee.

**Mr Alvin Tan**  
**Honorary Treasurer**



**SASW** (UEN: S71SS0013A) is a registered society with the Registrar of Societies and bounded by its Constitution, and adhering to the Code of Governance for Registered Societies.

### Objects

The objects of SASW include:

- To advance social work as a profession and foster a high standard of social work
- To participate in activities which promote social work and social welfare on a national or an international level
- To participate in and provide community and social services to the public
- To promote the well-being of social workers
- SASW shall not engage in activities
- that may undermine the racial or religious harmony in Singapore
- Outside Singapore which are not in accordance with laws of the foreign country

### Membership

SASW shall consist of Ordinary Members, Provisional Members, Associate Members, Student Members, Honorary Members, Life Members and Fellows.

Approval of SASW membership application, with the exception of Honorary Membership and Fellowship, shall be at the discretion of the Membership and Registration Standing Committee, and the Executive Committee.

Fellows, Life and Ordinary Members are entitled to vote and be eligible to hold office.

Entrance and subscription fees shall be payable by all members except fellows and honorary members.

The income and property of SASW whensoever derived shall be applied towards the promotion of SASW's objects.

### Supreme Authority & General Meeting

The supreme authority SASW is vested in the

General Meeting of its members. Any amendments to the constitution should be passed at a General Meeting

SASW holds its Annual General Meeting (AGM) within six months from the close of its financial year.

### Management & Committees

During the 51<sup>st</sup> AGM conducted on 17 September 2021, a new Executive Committee was elected to oversee the administration and control of SASW.

The Executive Committee comprises five officers (President, Vice President, Honorary Treasurer, Honorary Secretary and Honorary Assistant Secretary), seven members and the immediate past president as an ex-officio member. All Executive Committee members were Singapore Citizens as at 31 March 2022.

As at 31 March 2022, the incumbent Executive Committee had met six times in FY2021/2022.

### Audit & Financial Year

SASW appointed Kreston ACA PAC (UEN 202000100D) to audit its accounts. SASW maintains its accounts and records of transactions and affairs for a period of at least 5 years.

### Visitors & Guests

Visitors and guests are allowed at the premise of SASW but shall not be admitted into any privileges of SASW.

**FRTC** (UEN: S94CC1040A) is a non-IPC charity registered with the Commissioner of Charities under the Singapore Charities Act. As at 31 March 2022, FRTC was in the Basic Tier and compiled with the Code of Governance for Charities and IPCs.

### Board Governance

FRTC seeks to support, nurture and strengthen families through leadership in training, public education, research, consultancy and advocacy. It is led by a Management Committee appointed by SASW Executive Committee, for a term of two years, according to the By-Laws, including the Terms of Reference.

The incumbent committee with seven members was appointed in November 2021 and met twice in FY2021/2022 with attendance as below:

Tan Sze Wee	2 out of 2 meetings
Billy Loh	2 out of 2 meetings
Joanne Goh	2 out of 2 meetings
Long Chey May	2 out of 2 meetings
Wu Mei Ling	2 out of 2 meetings
Karyn Choo*	1 out of 2 meetings

\*Appointed in February 2022

The previous FRTC Management Committee had 2 meetings in FY2021 with attendance as follow:

Long Chey May	2 out of 2 meetings
Joanne Goh	2 out of 2 meetings
Ho Lai Peng	2 out of 2 meetings
Gary Chia	1 out of 2 meetings
Billy Loh	2 out of 2 meetings
Wu Mei Ling	2 out of 2 meetings
Katherine Baptist	1 out of 2 meetings

Meetings were scheduled in advance. Meeting proceedings and decisions were minuted and circulated.

### Conflict of Interests

Management Committee members and staff are expected to act in the best interests of FRTC and SASW. No management committee member is remunerated for their service in the Management Committee. No staff serves as a committee member or sets his or her own remuneration. No staff is a close family member

of any Management Committee member.

Management Committee members and staff are required to declare any real or potential conflict of interests at the earliest opportunity. In 2021, there was no declaration of interest that required discussion and board actions.

### Programme Management

The programmes are aligned to the vision and mission of SASW and FRTC. Progress reports and key performance indicators are shared with the Management Committee during meetings. Feedback are used to review programme quality and effectiveness.

### Human Resource and Volunteer Management

SASW and FRTC have developed Human Resource and Volunteer Management policies and procedures, including Code of Conduct to guide its volunteer and staff. SASW and FRTC have also set measurable and clear performance targets and corresponding system to appraise performance and set remuneration.

### Financial & Internal Controls

SASW and FRTC conduct annual budgeting with half-yearly review. There are financial policies and internal controls to ensure sound accounting practices and financial management in accordance to the code of governance. SASW and FRTC did not conduct any fundraising in FY2021/2022.

### Disclosure, Transparency & Public Image

SASW and FRTC seek to maintain a good public image consistent with our objects, maximise accountability and transparency by making available accurate and updated information to stakeholders.

# Committees for the Term 2021 to 2023

## SASW Executive Committee

### Officers



**President**  
**Ms Tan Sze Wee**  
Executive Director  
Rainbow Centre  
First elected:  
17 September 2021



**Vice President**  
**Ms Hayley Chau**  
Director, Operations  
(Integrated Care Hub)  
TTSH  
First elected:  
July 2006



**Honorary Treasurer**  
**Mr Alvin Tan**  
Superintendent  
Tembusu Home  
Sathya Sai Social Service  
First elected:  
26 July 2019



**Honorary Secretary**  
**Mr Chan Whee Peng**  
Senior Lecturer  
SUSS  
First appointed:  
28 March 2022



**Honorary Assistant Secretary**  
**Ms Lyon Koh**  
Manager  
Sunray Scheme  
First elected:  
17 September 2021

### Members

#### Chair, Discipline



**Dr Gilbert Fan**  
Master Medical Social Worker  
National Cancer Centre Singapore  
First elected: 18 September 2020

#### Chair, Membership & Registration



**Ms Sabrina Ang**  
Social Worker  
Fei Yue Community Services  
First elected: 17 September 2021

#### Chair, Professional Ethics



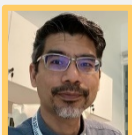
**Ms Agnes Chia**  
Chief Service Officer  
Care Corner Singapore  
First elected: July 2011

#### Chair, Publications



**Ms Sophie Cheng**  
Principal Medical Social Worker  
Sengkang General Hospital  
First elected: 17 September 2021

#### Chair, Finance



**Mr Troy Jack Thevathasan**  
Deputy Director  
Singapore Prison Service  
First elected: 17 September 2021

#### Chair, Public Relations



**Ms Joan Fang**  
Assistant Superintendent  
Tembusu Home  
Sathya Sai Social Service  
First elected: 17 September 2021

#### Chair, Training & Professional Development



**Ms Joanne Goh**  
Master Medical Social Worker  
KK Women's and Children's Hospital  
First elected: 26 July 2019

#### Immediate Past President



**Ms Long Chey May**  
Group Chief Patient Officer  
National University Health System  
First elected: 28 July 2017

## FRTC Management Committee



**Chair, Family Resource & Training Centre**  
**Ms Tan Sze Wee**  
Executive Director  
Rainbow Centre  
First elected: September 2021

#### Vice Chairperson

#### Mr Billy Loh

Assistant Senior Social Worker  
Foundation of Rotary Clubs Singapore Family Service Centre (FRCSFSC)  
First appointed: July 2017

#### Honorary Treasurer

#### Ms Joanne Goh

Master Medical Social Worker  
KK Women's and Children's Hospital  
First appointed: July 2019

#### Honorary Secretary

#### Dr Ho Lai Peng

Senior Principal Medical Social Worker  
Tan Tock Seng Hospital  
First appointed: July 2013

#### Members

#### Ms Long Chey May

Group Chief Patient Officer  
National University Health System  
First appointed: September 2020

#### Ms Tan-Wu Meiling

Director General & Chief Executive Officer  
Youth Men's Christian Association (YMCA)  
First appointed: September 2019

#### Ms Karyn Choo

Social Worker  
Singapore Children's Society  
First appointed: February 2022

# SASW Organisation Structure

## Officers

- President
- Vice President
- Honorary Treasurer
- Honorary Secretary
- Honorary Assistant Secretary

## Executive Committee Members/ Chairs of Standing Committees

- Professional Ethics
- Finance
- Membership & Registration
- Publications
- Public Relations
- Training & Professional Development
- Family Resource & Training Centre

## Executive Director

### Staff Teams

- Standards & Practice Development
- Professional Learning & Development
- Operations & Administration
- Communication & Engagement

## Chairs of Special Committee

### SASW Chapters

- Criminal Justice Social Work Chapter
- Disability Social Work Chapter
- Family Social Work Chapter
- School Social Work Chapter
- Medical Social Work Chapter

### Special Committees

- Discipline Board
- Crisis Response Committee

### Interest Groups

- Housing Support Network
- Practice Research Special Interest Group



Photo: 'Multiple Stories' by submitted by Tan Jiawen



# FY2021 Highlights - People

In FY2021/2022\*,

\*As at 31 March 2022

**13** Executive Committee Members,

**32** members in **7** SASW Standing Committees organised **27** hours of activities

**48** members in **5** SASW Chapters organised **92** hours of activities

**13** members in **2** SASW Special Committees organised **2** hours of activities

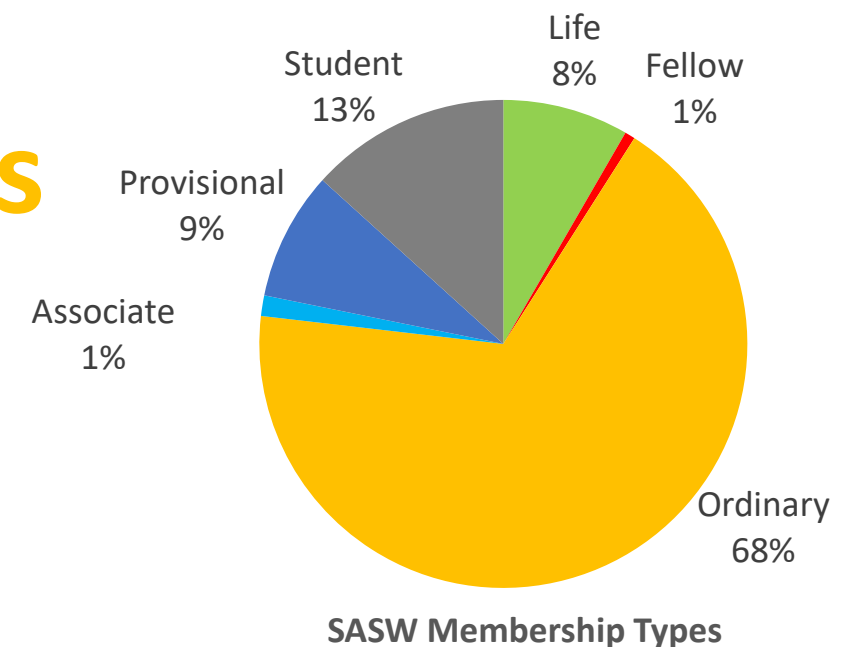
**20** members in **2** SASW Special Interest Groups organised **8** hours of activities

& **19** members in **2** T&PD Groups organised **4** hours of activities

With the support of **10** SASW staff for

## 588 SASW members

& many other social workers



**FRTC** organised **532** hours of training for **481** participants

# FY2021/2022 Highlights

## - Events

### SASW 50<sup>th</sup> Anniversary Celebrations

Riding Through the Waves for a Better Future

Online Gala

Time Capsule

50 Challenges



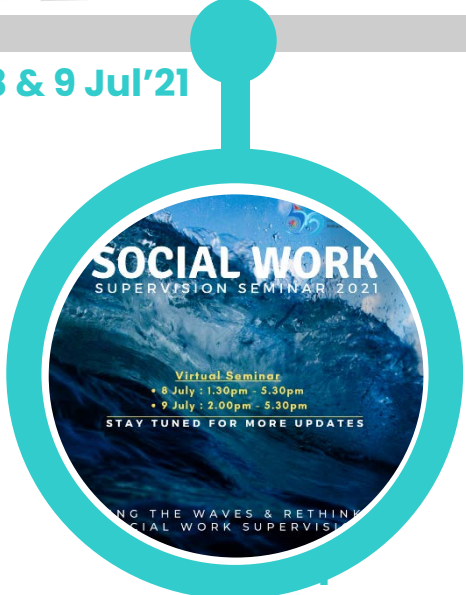
27 Aug'21

5 May'21



Launch of  
SASW's new  
website

8 & 9 Jul'21



Social Work  
Supervision  
Seminar

17 Sep'21



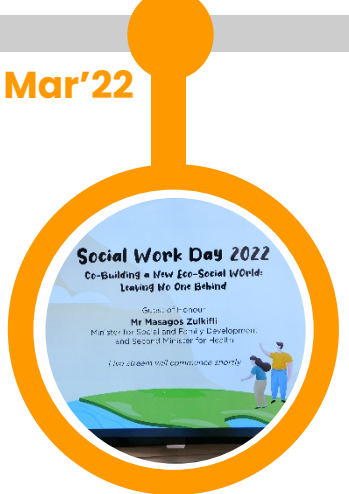
SASW 51<sup>st</sup> AGM  
Election of  
Executive  
Committee  
(2021-2023)

23 Nov'21



OSWA 2021

15 Mar'22



Social Work  
Day 2022  
Co-Building a New Eco-  
Social World: Leaving No  
One Behind.



# FY2021/2022 Highlights

## SASW's 50<sup>th</sup> Anniversary

SASW was registered as a society on 05 February 1971. In 2021, SASW turned 50. As part of SASW's Golden Jubilee Celebration, several events and initiatives, some in partnership with others, were carried out through the year.

More about SASW's milestones over the last 50 years and SASW's 50<sup>th</sup> Anniversary Celebrations can be found at SASW's website <https://sasw.org.sg/50th-year-anniversary/>

### 50<sup>th</sup> Anniversary Online Gala

On 27 August 2021, SASW conducted an online Gala to round up its 50<sup>th</sup> Anniversary celebrations with more than 400 guests. Highlights of SASW's 50 years of history and the various initiatives were shared.

### Commemorative Videos



Several videos were produced to acknowledge the roles of SASW, the profession and social workers. The videos include:

- SASW Time Capsule
- 'Social Dimension', SASW 50th Anniversary Commemorative Film
- Special Feature in Frontline, Mediacorp Channel 8's current affairs programme

### Time Capsule



50 memorable items, depicting the 50 years of SASW's history, were placed in a Time Capsule. Some of which were contributed by members and other social workers.

### The 50 Challenges



Members and social workers planned and carried out an activity related to the number '50' and submitted photos or videos of the activity to SASW.

There were numerous submissions including a project to identify 25 pairs of related social workers, games, self-care tips, poems, and songs. The top entry was 'Burn Bright' an original song composed and produced by a social worker, Mr. Yet Tun Hoong. The song was subsequently recorded and shared during Social Work Day 2022.

## Social Work Supervision Seminar



The 4<sup>th</sup> Social Work Supervision was conducted virtually on 08 and 09 July 2021. It was organised by SASW and the Social Work Accreditation and Advisory Board (SWAAB), and supported by MSF.

Graced by our Guest of Honour, Ms Ang Bee Lian, Director-General of Social Welfare, MSF, the seminar was attended by more than 450 presenters and participants from Singapore and across the world.

The programme included a keynote address by Professor Lambert K Engelbrecht, two workshops by Associate Professor Kieran O'Donoghue and Dr Nicki Weld, 15 topic presentations by various local and overseas experts and a closing speech by Professor Peter Hawkins before coming to a close with remarks from Dr Peace Wong.

## SASW 51<sup>st</sup> Annual General Meeting

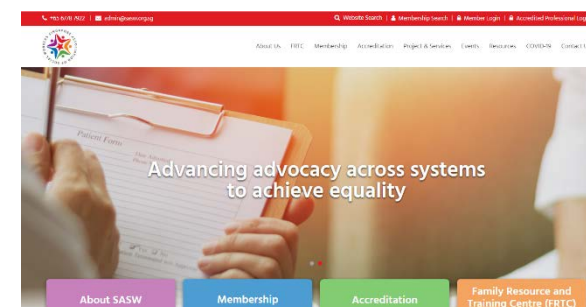


SASW's 51<sup>st</sup> Annual General Meeting was conducted virtually on 17 September 2021.

The Executive Committee for the term 2021 to 2023 was elected during the AGM. The newly elected President, Ms Tan Sze Wee, addressed SASW members in the meeting.

SASW expressed its appreciation to the Executive Committee for the term 2019 to 2021 and welcomed the new Executive Committee.

## Launch of SASW's New Website



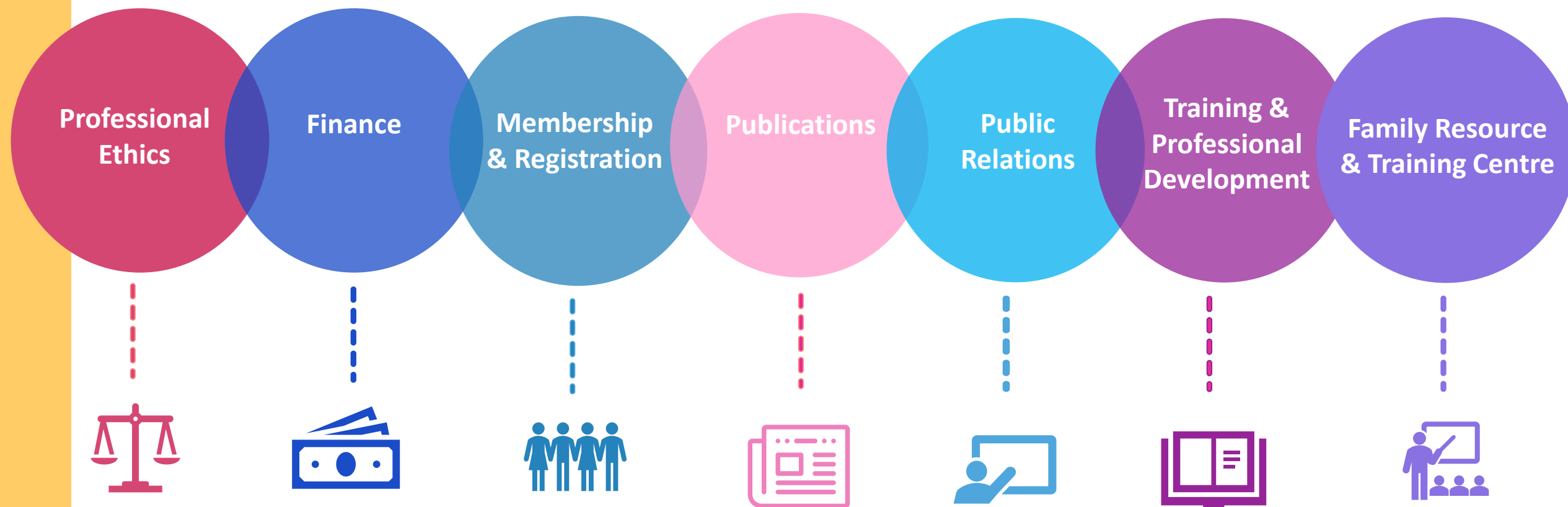
SASW refreshed its website and launched the new website on 05 May 2021 to enhance the user experience of our members and visitors

SASW would continue to leverage on digitalisation with the Membership, Accreditation, and Training (MAT) system upgrade which started in late 2021.



# Reports of Standing Committees

SASW Standing Committees oversee **specific governance and business functions essential to operations of SASW** and provide recommendations to the Executive Committee to promote its organisational efficiency and effectiveness in advancing its goals and objectives towards its vision.



## Professional Ethics

### Chairperson:

Ms Agnes Chia  
Chief Service Officer  
Care Corner Singapore

### Objectives

- To provide advice and guidance on the professional conduct of Members of the Association in the upholding of the Code of Ethics.
- To instill professional accountability and to report to the Disciplinary Board of the Association any Member whom it considers to have been engaged in or is engaging in any unprofessional conduct and / or is violating the Code.
- To uphold and promote professionally acceptable standards in the conduct and behaviour of social workers.

### 2021 Key Activities & Highlights

#### 1. Standards in Understanding Social Work Ethics & Decision Making Among Social Service Agencies

##### Members:

- Ms Agnes Chia, Chair for Professional Ethics, SASW & Chief Service Officer, Care Corner Singapore
- Mr Mohamed Fareez, Senior Assistant Director, AMKFSC Community Services Ltd
- Ms Ling Jingyi, Senior Medical Social Worker, Tan Tock Seng Hospital

##### Resource Person:

- Ms Melissa Chew, Chief and Principal MSW, Woodlands Health

The study, conducted from December 2020 to July 2021, reviewed complaints received by the Social Work Accreditation and Advisory Board (SWAAB) and qualitative feedback from participants on the training course on Social Work Ethics by FRTC. Recommendations on key findings from the study were presented to SASW Executive Committee and SWAAB.

#### 2. Representation in SWAAB Preliminary Investigation Committee

The Chairperson of the Professional Ethics Standing Committee represents SASW as a member of the Preliminary Investigation Committee appointed by SWAAB to investigate complaints brought against registered practitioners.

**Reported by:**  
**Ms Agnes Chia**  
Chairperson

Professional Ethics Standing Committee

## Finance

### Chairperson:

Mr Troy Jack Thevathasan  
Deputy Director (Correctional Rehabilitation Services)  
Singapore Prison Service, Ministry of Home Affairs

### Objectives

- To advise and assist the Executive Committee on appropriate means of raising funds and on an investment policy.
- To assist the Executive Committee in preparing a draft Annual Budget and to act as a guide for the next Executive Committee of the Association.
- To prepare and review, when necessary, a manual of accounting procedures for use by the Honorary Treasurer and the Executive Committee.

### 2021 Key Activities & Highlights

#### Review of Finance Manual

In the reporting period, the Finance Committee reviewed SASW Finance Manual, including the various policies, and strengthened key functions and procedures to enhance governance, transparency and accountability.

**Reported by:**  
**Mr Troy Jack Thevathasan**  
Chairperson  
Finance Standing Committee

# Membership & Registration

## Objectives

- To stimulate an interest in the Association and its activities among professionally qualified social workers residing in Singapore.
- To organise social activities for the benefit of SASW members and their families, and to enhance members' personal and professional well-being.
- To arrange, soon after the graduation of tertiary-level social work students in Singapore, a gathering to welcome the graduates into the social work profession and the Association.
- To safeguard the interest of the public by ensuring that Registered Social Workers meet specified professional standards and requirements.

## FY2021 Overview

### Members

**Chairperson:**

Sabrina Ang	Social Worker	HEART@Fei Yue Child Protection Specialist Centre
-------------	---------------	---

**Members:**

Alvin Tan	Superintendent	Tembusu Home Sathya Sai Social Service
Toong Li Xin	Social worker	Caregiving Welfare Association
Sharon Ng	Social worker	Thye Hua Kwan Family Service Centre @ Bedok North
Bryan Freeman	Social worker	THK EIPIC @ AMK
Tan Chia Wei	Social worker	AMKFSC Community Services Ltd
Vincent Ng	Senior Manager	Singapore Management University (SMU Libraries)

## Forward Plan

SASW Membership & Registration Standing Committee will align to SASW strategic goals and enhance affiliation and engagement with members and stakeholders.

In FY2022, the Committee will refresh the SASW mentoring programme to support social work students and fresh graduates to help them build a strong foundation and professional identity and support their transit with ease from school to the real work setting.

The key activities of the Committee include:

- Social Work Students Engagement Sessions
- Members Get-together sessions
- Social Work Induction Camp
- SASW Mentoring Service

In FY2021, the priorities of the committee were:

- **Recruitment & engagement of members**
- **Collaborations with members**
- **Collaborations with stakeholders and partners**

The committee combined novel and innovative ideas, building on the plans established by the previous committee and used a thematic approach to engage with members and social workers. The themes included topics such as professional identity, work experience of social workers, self-care, and competencies. The key membership events were:

- April 2021: Labour Day Online Giveaway
- 17 July 2021: The More We Get Together: Graduating Student Engagement
- 14 August 2021: Social Work Abroad
- 26 February 2022: The More We Get Together: Social Work in Singapore #COVIDEdition
- March 2022: Through the Lens of a Social Worker: SASW Virtual Gallery



# Membership & Registration

## Key Activities & Highlights



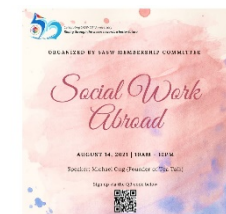
### Labour Day Giveaway April & May 2021

The online event celebrated the effort and contributions of social workers. Vouchers were given out to winners who answered questions online. SASW members also penned encouragement and tributes to their fellow social workers for their hard work in serving the community.



### Graduating Students Engagement Session 17 July 2021

Chairpersons from SASW Chapters shared about the work in different social work sub sectors to provide insights into the different specialisations and support graduating social work students in making informed career decisions.



### Social Work Abroad 14 August 2021

An online sharing on social work practice in other countries. Mr Michael Ong, founder of Tea Talk and a social worker from Singapore who ventured into social work consultancy in Vietnam shared his experience practicing in another country.

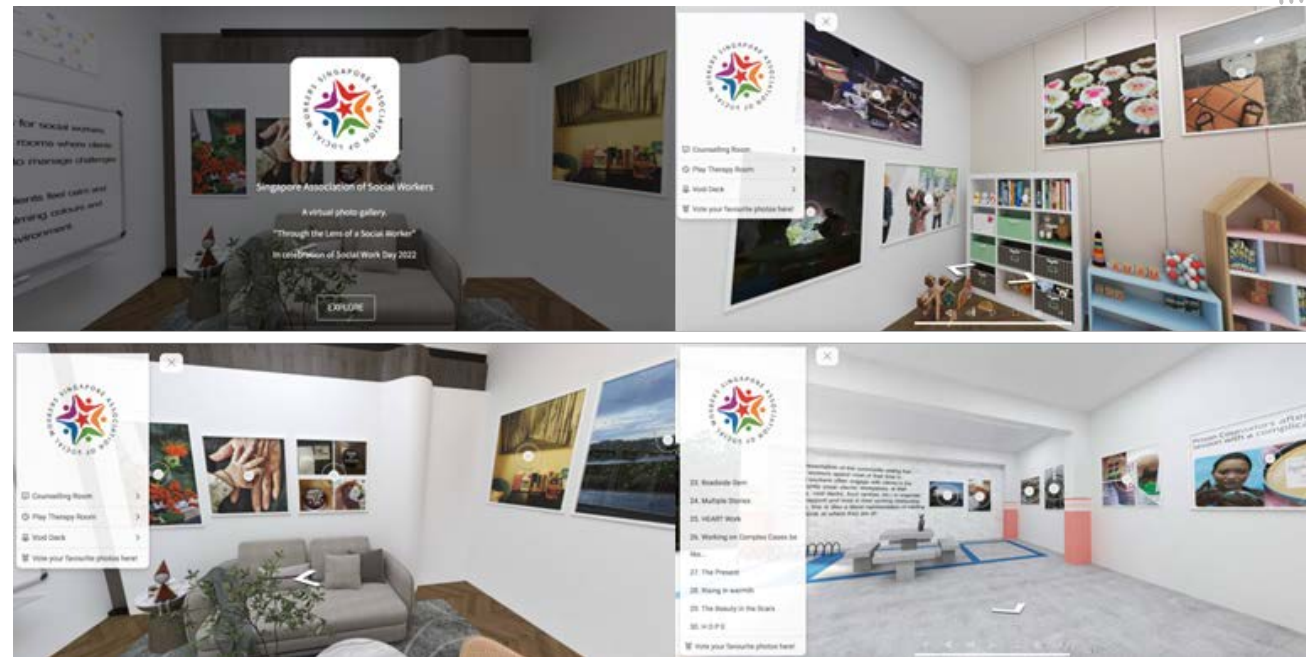


### The More We Get Together – #COVID-19 Edition 26 February 2022

Jointly organised by the Publications Standing Committee, Crisis Response Committee and Membership & Registration Standing Committee, the session shared how SASW and social workers supported the community through the Covid-19 pandemic.

Ms Sophie Cheng, Chairperson of Publications Standing Committee presented various social work research related to the pandemic. Ms Michelle Lau, Promising Social Worker Award winner for 2021, recounted her experience of starting #KampungKakis to support the elderly. Mr Lee Seng Meng, Chairperson of the Crisis Response Committee shared about the activation of his team to support the community's mental health needs through the unprecedented crisis. Participants discussed the impact of Covid-19 and how social workers could continue to contribute to the nation's recovery from Covid-19.

### Through the Lens of a Social Worker – SASW Virtual Gallery March 2022



A collection of photographs and captions from SASW members were collated and showcased via a virtual photo exhibition. This virtual exhibition was held during the entire month of March 2022 to celebrate Social Work Day (SWD).

Through the photos submitted by SASW members and other social workers, the project sought to enhance awareness and appreciation of the social work perspective and voice, to strengthen social workers' professional identity. The display of photos in a virtual gallery engaged an innovative platform to gather the voices of social workers towards a collective social work identity and bond.

The virtual gallery allowed visitors a 360 degree tour to look through the photos displayed on the walls of the virtual counselling room, play therapy room and HDB void deck, familiar settings of social work in Singapore. Five photos were selected to be shared during SASW's SWD celebration on 15 March 2022. SASW members who voted for their favourite photos could win exclusive SASW memorabilia.

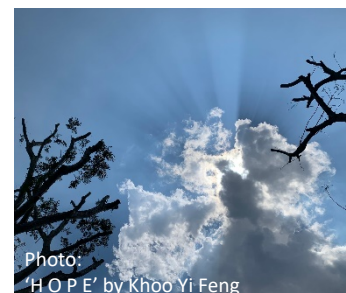


Photo: 'H O P E' by Khoo Yi Feng

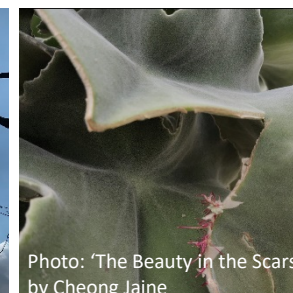


Photo: 'The Beauty in the Scars' by Cheong Jaine

Reported by:  
Ms Sabrina Ang  
Chairperson

Membership & Registration Standing Committee

# Public Relations

## Objectives

- To actively promote the public image of professional social work.
- To arrange, when necessary, for the representation of the views of the social work profession on social conditions, social policy and/or social legislation to relevant authorities, organisations, and the public.
- To liaise with other social work organisations, and individuals outside Singapore, and when necessary, to facilitate the Association's participation in activities which promote social work and social welfare.

## Members

### Chairperson:

Joan Fang	Assistant Superintendent	Tembusu Home Sathya Sai Social Service
-----------	--------------------------	--

### Members:

Yeow Beng Zhen	Head of FAM@FSC	Methodist Welfare Services
Lim Hui Wen	Manager	AMKFSC Community Services Ltd
Rafidah Mohamed Ayob	Lead Specialist	Singapore Prison Service
Elaine Tan	Senior Social Worker	SHINE Children & Youth Services
Wong Hui Mei	Senior Medical Social Worker	Raffles Hospital
Tok Kheng Leng	Manager	National Council of Social Service
Carmen Lok	Programme Manager	Abilities Beyond Limitations and Expectations (ABLE)

## FY2021 Overview

In FY2021, the key initiatives of the Public Relations Committee included:

Project	Details
<b>Outstanding Social Worker Award</b>	A national social work award ceremony to recognise outstanding social workers.
<b>Social Work Day</b>	A national social work event to celebrate the social work profession.
<b>SASW E-Bulletin</b>	Two issues were circulated to engage members on SASW events, news, and training courses.
<b>SASW Communication Policy</b>	Developed SASW communication policy.
<b>SASW Public Relations Strategy</b>	Established SASW public relations strategy to enhance public image of the profession and SASW.

## Forward Plan

SASW Public Relations Committee will continue to promote and enhance recognition for the social work profession. The committee seeks to contribute towards advancing the professional identity of social workers and enhancing the public image of the social work profession and the Association through reaching out to SASW members, social workers and other stakeholders through various platforms.



# Public Relations

## Key Activities & Highlights

### Outstanding Social Worker Award

23 November 2021



The Outstanding Social Worker Award (OSWA) was into its 22<sup>nd</sup> year, recognising and honouring the contributions by outstanding social workers who have contributed significantly to the community and society.

The Awards were presented by President, Madam Halimah Yacob, accompanied by Minister for Social and Family Development, Second Minister for Health, and Minister-in-charge of Muslim Affairs, Mr Masagos Zulkifli.

50 attendees witnessed the award presentation at the Istana, and more than 1,300 people watched the award ceremony which was streamed live on SASW Facebook.

### Outstanding Social Worker Award Winners 2021



**Dr Katijah Dawood**

Senior Divisional Director  
Family Services Division  
Thye Hua Kwan Moral Charities



**Dr Fan Kam Tong Gilbert**

Master Medical Social Worker  
Department of Psychosocial Oncology  
National Cancer Centre Singapore

### Promising Social Worker Award Winners 2021



**Ms Michelle Lau Wei Teng**

Medical Social Worker  
Dover Park Hospice



**Ms Rafidah Binte Mohamed Ayob**

Lead Specialist  
Singapore Prison Service



More information about the awards and winners can be found at

- SASW website: [www.sasw.org.sg](http://www.sasw.org.sg)
- SASW Youtube Channel: [www.sasw.org.sg/SASWYoutube](http://www.sasw.org.sg/SASWYoutube)

### Media Coverage for OSWA 2021

#### Media in attendance at OSWA Award Ceremony

- Channel NewsAsia
- MediaCorp Chinese Radio News
- Lianhe Zaobao
- The Straits Times
- Berita Harian

#### Radio Interviews

- |                              |                              |
|------------------------------|------------------------------|
| • Oli 96.8FM                 | OSWA Winner                  |
| • CNA938 (Singapore Stories) | OSWA Winner                  |
| • CNA938 (Singapore Stories) | PSWA Winner                  |
| • 96.3好FM 《生活加热点》            | SASW President & PSWA Winner |

#### Television Broadcast

- |                            |   |
|----------------------------|---|
| • Suria                    | 23 November, 11.30pm (Repeat telecast)                            |
| • Vasantham                | 23 November, 11.30pm (Repeat telecast)                            |
| • CNA (Singapore Tonight)  | 23 November, 10pm<br>(Repeat Telecast – 24 November, 2am and 6am) |
| • CNA938 (Singapore Today) | 23 November, 7pm  |
| • Warna 94.2FM             | 23 November, 7.30pm   |
| • Capital 958FM            | 23 November, 10pm   |

#### Print

- |                     |                     |
|---------------------|---------------------|
| • The Straits Times | 24 November, Pg. B4 |
| • Lianhe Zaobao     | 24 November, Pg. 5  |
| • Berita Harian     | 24 November, Pg. 7  |

#### Online

- |                               |               |
|-------------------------------|---------------|
| • CNA (YouTube)               | • 24 November |
| • CNA (Singapore Tonight)     | • 23 November |
| • Zaobao.com.sg               | • 24 November |
| • Beritaharian.sg             | • 24 November |
| • Straitstimes.com            | • 23 November |
| • Seithi.mediacorp            | • 23 November |
| • Seithi.mediacorp (Facebook) | • 23 November |
| • Vasantham (Seithi)          | • 23 November |
| • Berita.Mediacorp            | • 23 November |
| • Berita.Mediacorp (Facebook) | • 23 November |
| • Suria (Berita) (meWATCH)    | • 23 November |
| • Capital 958FM (meLISTEN)    | • 23 November |



# Public Relations

## Key Activities & Highlights

### Social Work Day 15 March 2022



SASW celebrated Social Work Day (SWD) on 15 March 2022 to recognise the social work profession and its role in the building a better society.

We were glad to celebrate the social work profession with 324 participants, including guests at SASW and social workers and friends virtually on Zoom.

Based on the theme 'Co-Building a New Eco-Social World: Leaving No One Behind', the event featured a dialogue with Minister Masagos Zulkifli, Minister for Social and Family Development and Second Minister for Health on 'Co-Creating a New World'. Dr Corinne Ghoh, Senior Consultant, Ageing Planning Office, Ministry of Health presented on 'Thriving in the New World' and Ms Chan Lay Lin, Principal Social Worker, Institute of Mental Health (IMH), shared insights on 'Leaving No One Behind'.

Ms Tan Sze Wee, President of SASW, also shared on SASW's four strategic goals to strengthen the social work profession in Singapore and support our social workers.

Our social workers showcased their various talents. Three social workers shared their photographs showing moments of their daily work which were displayed in SASW's virtual gallery. An original song titled 'Burn Bright', written and composed by Mr Yet Tun Hoong and recorded jointly with more than 30 other social workers, was dedicated to all social workers and our partners for their effort and contributions to the community, especially during the Covid-19 pandemic. To enjoy the song please scan the QR code below:



**Burn Bright.** A dedication to all social workers and our friends.

### Dialogue on Capability and Capacity Building of Social Workers September 2021



SASW had a dialogue with Assoc Prof Faishal Ibrahim, Minister of State, Ministry of Home Affairs & Ministry of National Development, and Ms Carrie Tan, Member of Parliament for Nee Soon Group Representation Constituency on capability and capacity building of social workers and social service professionals. Through these conversations, SASW seeks to foster a deeper understanding of social work and promote collaborations with partners to build a caring and inclusive Singapore.

### Frontline Special Feature on Social Workers 01 October 2021



As part of SASW's Golden Jubilee Celebrations, SASW partnered Mediacorp Channel 8's current affairs programme, Frontline, to feature social workers and recognise their contributions to the daily lives of the community, and during crisis situations such as the collapse of Hotel New World in 1986. The feature also highlighted the specific qualifications skills and competencies of the social work profession and SASW's role in supporting the social work fraternity over the last fifty years.



### CNA Interview on Supporting Mental Health of Social Workers 11 December 2021

SASW shared on how the the mental health needs of social workers could be supported during the Covid-19 pandemic.



### CNA938 Interview on Family Ties 22 January 2022

SASW's Immediate Past President, Ms Long Chey May, shared on supporting families facing multiple stresses.

**Reported by:**  
**Ms Joan Fang**  
Chairperson

Public Relations Standing Committee

# Publications

## Objectives

- To arrange for the publication and distribution of newsletters, journals, books, papers, reports, pamphlets, and/or such other materials for the advancement of social welfare and the social work profession.
- To collaborate with Chapter Chairs to identify projects undertaken, and mobilise resources to extract key learnings and reflections from practitioners and interviews to equip the Social work Sector.

## Members

Name	Job Title	Organisation
<b><u>Chairperson:</u></b>		
Sophie Cheng	Principal MSW	Sengkang General Hospital
<b><u>Members:</u></b>		
Nicole Wong	Trainer/Educator	SUSS
Nicodemus Ching	Social Worker	AWWA

## FY2021 Overview

Publications aims to provide inclusive, ethical and balanced publications on social work related issues. We do so by building a community of writers through training and networking, and by providing a platform for writing such as Social Dimension, the signature publication of SASW.

In 2021, the committee's key initiatives included:

- REACH Sensing Survey
- Social Dimension
- Podcast: Interview: Advocating for Social Work and Social Workers
- Panel Discussion during launch of 'Beneath the Rug'
- Collaborations in Two Research Studies

## Forward Plan

The Publications Standing Committee will continue its effort to develop and promote professional writing in social work to facilitate learning of social workers and the development of the profession.

In the next year, it seeks to:

- **Empower with words:** Publish two issues of Social Dimension and articles on social media
- **Empower with skills:** Training on writing in social work
- **Empower with networks:** Gathering of social workers interested in writing to promote collaborative learning and developmental efforts

# Publications

## Key Activities & Highlights

### REACH Sensing Survey October 2021



In October 2021, REACH partnered SASW and conducted a dipstick survey to understand how social workers are coping with the COVID-19 situation. 547 participants responded to the survey.

The survey highlighted concerns of social workers and identified changes that could be implemented to improve the working conditions of social workers as they serve the community. The findings were summarised and shared in the January 2022 issue of Social Dimension.

### Panel Discussion November 2021



Ms Sophie Cheng, Chairperson of the Publications Standing Committee represented SASW in the panel discussion during the book launch of 'Beneath the Rug'.

The book is a collection of individual stories from different stakeholders in the social impact sector. The panel discussion covered how different stakeholders could work to enhance mutual understanding and meaningful engagement.

### SASW Social Dimension January 2022



SASW Publications Standing Committee relaunched the Social Dimension. The issue focused on resilience of social workers in Singapore.

Articles in the issue included:

- Summary of Sensing Survey by REACH and SASW
- E-interview with Mr Mohd Ali Mahmood discussing self-care of practitioners
- Book review of 'Beneath the Rug'

### Podcast October 2021



The Committee collaborated with SocialService.SG to produce a podcast on 'Advocating for Social Work and Social Workers in Parliament'.

The interview with Member of Parliament Mr Louis Ng explored issues and challenges faced by social workers and the potential underlying causes related to different factors such as resourcing or service models.

### Research Studies

#### • Understanding Factors Affecting Lone Social Workers' Motivation in Seeking and Continuing External Supervision

The research was conducted by Ms Eileen Yong, 4<sup>th</sup> Year Social Work student at the Singapore University of Social Services (SUSS) as part of her Capstone Project, and supported by SASW. The study investigated factors affecting the seeking and continuing of lone social workers in seeking external supervision. The findings of the study could contribute to measures to strengthen support to lone social workers and by extension, enhance their professional development and service delivery to clients.

#### • Exploring Social Workers' Perceptions of Singapore Association of Social Workers Present Relevancy

The joint study between SASW and NUS Department of Social Work aimed to understand social workers' perceptions of SASW's relevancy in the present time to gain insights to our membership needs and trends. The study was conducted by Ms Simonia Sin, a student from NUS.

**Reported by:**  
**Ms Sophie Cheng**  
Chairperson

Publications Standing Committee



# Training & Professional Development

## Objectives

- To promote the education and training of the social work profession, including post-qualification professional matters and the up-holding of standards of social work education and training in Singapore.
- To plan and organise training and professional meetings with aim to contribute to the continuing education and professional development of social workers.
- To engage in the interchange of professional and technical knowledge and opinions about the social work profession, social problems and social services through the conduct, sponsorship or encouragement of research and publications.
- To uphold and promote professionally acceptable standards in the recruitment, salary and service conditions of social workers

## Members

Name	Job Title	Organisation
<b><u>Chairperson:</u></b>		
Joanne Goh	Master Medical Social Worker	KK Women's and Children's Hospital
<b><u>Members:</u></b>		
Billy Loh	Assistant Senior Social Worker	FRCSFSC
Siti Mariam Bte Mohamad Salim	Student	Not Applicable
Jeffrey Chua	Head of Department	HealthServe Ltd
Benjamin Ho	Assistant Senior Social Worker	Society of Sheng Hong Welfare Services

## Forward Plan

Next year will be an exciting and stimulating year as T&PD will have greater opportunities to explore, engage and collaborate with the various chapters for constructive comparison, benchmarking and sharing of resources. Some plans include:

1. Identifying the training needs of social workers
2. Mapping and professionalizing existing trainings with chapters and FRTC
3. Implementation of SOSp curriculum with FRTC
4. Creating greater awareness of T&PD and SASW Chapters

## FY2021 Overview

The Training & Professional Development (T&PD) Standing Committee oversees Communities of Practice (CoP) and organises training and professional development initiatives for the social work profession.

In 2021, the committee's key initiatives included:

### Communities of Practice & Groups

- Renal Social Work Network
- Rehabilitation Social Work CoP

### Events

- 03 May 2021: Rehabilitation Project CoP: Stakeholders Engagement
- 12 April 2021: Renal Social Work Core group meeting
- 28 July 2021: Syria Law Applications on the Family
- 29 October 2021: Social Work Research on Sexual and Gender Minorities
- 18 November 2021: Grief and Bereavement Seminar

### Training

- Supervision of Supervisory Practice (SOSp): Development of curriculum and training for supervision of supervision of Social Workers suitable for Singapore's context

# Training & Professional Development

## Key Activities & Highlights

### Communities of Practice & Groups

#### Rehabilitation COP

##### Core Leads

Tan Zhi Tong      Senior MSW      Alexandra Hospital

##### Members

Carmen Lok	Manager	ABLE
Tess Hng	Principal MSW	Tan Tock Seng Hospital
Jojo Yang	Senior MSW	Singapore General Hospital
Lena Lye	Senior MSW	Tan Tock Seng Hospital
Goh Kee Choon	Senior Social Worker	SPD
Mark Kee	Senior MSW	Jurong Community Hospital
Koh Li Lian	Principal MSW	Jurong Community Hospital
Tan Ying Yan	Principal MSW	St Luke's Eldercare
Ee Suxian	Assistant Manager	SGenable

##### Goal:

- Review current services to enhance services to patient or client

##### Objectives:

- Enhance client's readiness and transition back to work-life

##### Key Activities:

- Review current services and practices to serve client or patient better through three subgroups
  - Trainings n rehabilitation social work
  - Competency framework
  - Enhancement in services for persons with acquired disability

##### Activities conducted in FY2021:

1. Integration of Return-To-Work assessment and referral forms to increase clarity and standardisation across agencies to facilitate referrals. While feedback from Occupational Therapists were positive, the scope limited its use in hospital. The subgroup would modify the forms for use with persons with acquired disabilities.
2. 03 May 2021: Stakeholders Engagement Session



#### Renal Social Work Network

##### Core Leads

Phyllis Ong	Senior MSW	Khoo Teck Puat Hospital
Seah Yi Lin	Principal MSW	Ng Teng Fong General Hospital
Angeline Ng	Senior SW	National Kidney Foundation

##### Members

Andy Sim	Principal MSW	Singapore General Hospital
Jackie Erh	Principal MSW	Singapore General Hospital
Faith Wong	Principal MSW	Singapore General Hospital
Margaret Chan	Senior MSW	National University Hospital
Constance Chan	Principal MSW	Changi General Hospital
Lee Jiwen	Principal MSW	Tan Tock Seng Hospital

##### Goal:

- To develop the field of renal social work, strengthen support systems and help patients adapt to evolving health and social circumstances

##### Objectives:

- To advocate for patient and renal social work specialisation to achieve optimal patient care

##### Key Activities:

- Training for renal social work
- Advocacy in relation to service gaps for renal patients

##### Activities conducted in FY2021:

1. 12 April 2021: Renal Social Work Core Group meeting  
Members were unable to carry out the planned activities due to Covid-19 restrictions. Members engagement would be conducted in May 2022 as Covid-19 restrictions eases.

# Training & Professional Development

## Key Activities & Highlights

### Events



#### • 28 July 2021: Syariah Law Applications on the Family

The seminar was jointly organised by the Law Society Pro Bono Services and SASW. The speakers, Ms Halijah Mohamad of Halijah Mohamad & Co, and Dr Katijah Dawood, Divisional Director, THK Family Services, shared about legal rights of individuals, alternative options and the application of Syariah Law through real life case examples.



#### • 29 October 2021: Social Work Research on Sexual and Gender Minorities

The seminar consolidated and shared various research on sexual gender minority groups in Singapore. Through sharing the findings, the seminar aimed to enhance the understanding of the specific needs of persons with different gender orientations and enhance the capabilities of social workers and practitioners to support persons belonging to sexual and gender minority groups.

#### Mapping of Care Services for the Dying, Their Caregivers and the Bereaved

A Webinar jointly organised by Singapore Hospice Council (SHC) and the Singapore Association of Social Workers (SASW)

Thursday, 18 November 2021, 1pm - 2pm



This Webinar is open to all health and community care providers.

**About the Webinar**

This webinar features the launch of an inaugural local resource titled, "Mapping of Care Services for the Dying, their Caregivers and the Bereaved". The resource is produced by the Grief and Bereavement Community of Practice (CoP) and endorsed by the Singapore Association of Social Workers (SASW) and the Singapore Hospice Council (SHC).

As COVID-19 continues to ravage our way of life, including important bereavement experiences, there is an ever-increasing need to strengthen our society's death and grief literacy. We hope that this resource can be used in educating and service planning within local health and community care services and act as an information directory for the general public in end-of-life, grief and bereavement care.

Join us and listen to our invited panelists, as well as SHC CoP members share insights on local bereavement care needs and how this resource can offer guidance to local care providers in supporting the needs of the dying, their caregivers and the bereaved.

**Panelist**  
Dr Ho Lai Peng  
Principal Medical Social Worker  
Tan Yee Geng Hospice

**Panelist**  
Ms Saravali Ng  
SASW  
Mentor Care

**For Enquiries**  
Email: [seminar@singaporehospice.org.sg](mailto:seminar@singaporehospice.org.sg) Hotline: 6538 2231

**Register Here**

Scan the QR Code or visit <https://tinyurl.com/3kxw4k>

**Access the Resource**

You may view the resource by clicking the links below:

- <https://singaporehospice.org.sg/professional>
- SASW link

Brought to you by

SINGAPORE HOSPICE COUNCIL  
Singapore Hospice Society

The webinar will be recorded by SHC authorised personnel for learning and archival purposes.

#### • 18 November 2021: Grief and Bereavement Seminar

The webinar was jointly organised by SASW and the Singapore Hospice Council.

Two speakers from the Grief & Bereavement CoP shared the Map of Care Services and how it could benefit social workers working with patients and their caregivers to an audience of 55 participants. The Care Services Map could be accessed via SASW's website ([www.sasw.org.sg](http://www.sasw.org.sg)) or via the QR code below:



Brought to you by NUS Department of Social Work & Singapore Association of Social Workers

**NO GOING BACK**  
HOW THE PANDEMIC MIGHT SHAPE SOCIAL WORK PRACTICE IN THE FUTURE

**.JOIN US.**

30 Mar 2022, Wednesday  
4.30pm to 5.45pm SGT  
Via Zoom

**SCAN TO REGISTER**

QR code for registration

#### • 30 March 2022: No Going Back - How the Pandemic Might Shape Social Work Practice in the Future

The lecture delivered by Dr Jill Manthorpe from King's College London was jointly organised by SASW and the National University of Singapore (NUS) and supported by the Lee Choon Guan Endowed Research Fund. Dr Jill Manthorpe shared on the impact of Covid-19 and the lessons learnt. Through sharing her experiences from the United Kingdom, Dr Jill Manthorpe discussed how social workers in Singapore could enhance their current practice and preparedness for the future.

**Reported by:**  
**Ms Joanne Goh**  
Chairperson

Training & Professional Development Standing Committee



# Family Resource & Training Centre

Established in (1992), the Family Resource and Training Centre (FRTC) is a charity registered under the Charities Act and is a Standing Committee of the Singapore Association of Social Workers (SASW). FRTC's mission is to support, nurture and strengthen professionals in their work with families through leadership in training, public education, research, consultancy and advocacy.

## Objectives

- To initiate, develop, coordinate and conduct training relevant to professionals, families and the community.
- To provide consultancy services to professionals, groups and organisations in areas pertinent to personal and professional development, strategic planning, resource management, programme development, research & evaluation and community needs assessment
- To promote and conduct professional development and research as well as to develop resource materials.
- To provide continuing professional education and related services for professional development.

## Members

Name	Job Title	Organisation
<b><u>Chairperson:</u></b>		
Tan Sze Wee	President	SASW
	Executive Director	Rainbow Centre
<b><u>Vice Chairperson:</u></b>		
Billy Loh	Assistant Senior Social Worker	FRSCFSC
<b><u>Honorary Treasurer:</u></b>		
Joanne Goh	Master MSW	KK Women's and Children's Hospital
<b><u>Honorary Secretary:</u></b>		
Ho Lai Peng	Senior Principal MSW	Tan Tock Seng Hospital
Long Chey May	Group Chief Patient Officer	National University Health System
Tan-Wu Mei Ling	Secretary General	YMCA
Karyn Choo	Chief Executive Officer	
	Social Worker	Singapore Children's Society

## FY2021 Overview

In FY2021, FRTC delivered the following programmes, totaling **532 training hours, to 481 participants.**

- ASIST - Suicide First Aid
- Certificate in Supervision for the Social Services (Basic)
- Certificate in Supervision for the Social Services (Intermediate)
- Introduction to Assessment of Family Violence
- Introduction to Groupwork Skills
- Community Work practice in Social Service
- A Health-Social Integrated Approach in the Community
- Understanding and Applying social Work Ethics
- Community Law in Social Service

## Forward Plan

Aligned to SASW's Strategic Goals, FRTC seeks to be the preferred provider of in-practice social work training through bringing the sector's best people together, combining expertise from across disciplines to promote interprofessional learning as we work together to solve society's complex problems.

FRTC also seeks to strengthen its organisational capability through a sustainable financial plan and leveraging technologies to streamline our systems and processes through digitalisation to enhance efficiencies and empower decisions.

**Reported by:**  
**Ms Tan Sze Wee**  
Chairperson

FRTC Standing Committee



## Criminal Justice

Social Work Chapter



## Disability

Social Work Chapter



## Family

Social Work Chapter



## Medical

Social Work Chapter



## School

Social Work Chapter

# Reports of SASW Chapters

SASW Chapters maintain and improve  
**professional standards and practice of social work**  
in specific sub-sectors or specialisations.

# Criminal Justice Social Work Chapter

- Promote Criminal Justice Social Work through different platforms, in response to the changing criminal justice landscape
- Create opportunities for learning and encouraging collaboration within and beyond the Criminal Justice Sector to further Criminal Justice Social Work Practice
- Champion effective practices within Criminal Justice Social Work

Appointment	Name	Job Title	Organisation
<b>Chairperson:</b>	Troy Jack Thevathasan	Deputy Director (Correctional Rehab Services)	Singapore Prison Service
<b>Vice Chairperson:</b>	Roger Tan Boon Meng	Principal MSW	IMH
<b>Treasurer:</b>	Chavez Ong	Deputy Executive Director	YR Industries - Selarang Halfway House
<b>Secretariat:</b>	Nurhafidzah MD Kamal	Senior Court Counsellor	State Courts
<b>Secretariat:</b>	Rafidah Mohamed Ayob	Lead Specialist	Singapore Prison Service
<b>Members:</b>	Alvin Tan	Superintendent	Tembusu Home Sathya Sai Social Service
	Roziawati Bte Ibrahim	Senior Social Worker	Singapore After Care Association
	Tan Bee Keow	Senior Director (Youth Service)	Singapore Children's Society
	Jaena Teo	Senior Social Worker, Head, Programme Development	Care Community Services Society
	Tian Ching Ching	Senior MSW	IMH
	Joan Fang	Assistant Superintendent	Tembusu Home Sathya Sai Social Service
	Wong Liling	Assistant Director	MSF
	Benjamin Yeo	Senior Social Worker	Fei Yue Community Services

## Forward Plan

Next year, the Criminal Justice Social Work Chapter will focus on the following **Key Priorities**

- 1. Networking**
  - Engage social workers working in criminal justice sector on relevant issues e.g. working with families with incarcerated individuals
- 2. Building Capability**
  - Create Criminal Justice Social Work competency guidelines
  - Create resource kit for families with incarcerated members
- 3. Collaborating with other SASW Chapters**
  - Focus on issues that cut across different sectors e.g. families of incarcerated persons, youth offenders, offenders with disabilities

## FY2021 Overview

In FY2021, the Criminal Justice Social Work Chapter focused on **three Key Priorities**

- 1. Networking**
  - **14 October 2021: 'Strengthening Relationships through Restorative Practices in Prisons'**  
Partnership with speakers from Singapore Prison Service and Lutheran Community Care Service for 89 participants
  - **08 March 2022: 'Working with Women in Recovery: Challenges & Insights'**  
Partnership with speakers from Women in Recovery Association (WIRA), iC@RE Hub Ltd, in celebration of International Women's Day 2022 for 69 participants
- 2. Engaging volunteers and growing chapter membership**
  - **July 2021: Online 50 Word Search Challenge**  
The Chapter organised virtual meetings with participants who had earlier indicated interest in volunteering with the Chapter. A number of volunteers had been contributing to the organisation of our recent events
- 3. Collaborating with other SASW Chapters**
  - **17 November 2021: Discussion with SASW Disability Chapter** on running a SASW chapter and explore collaboration opportunities.



Social Workers from CJSW Chapter

Photo:

'Social workers from CJSW Chapter' by Ong Chee Khoo

**Reported by:**  
**Mr Roger Tan Boon Meng**  
Vice Chairperson  
Criminal Justice Social Work Chapter



# Disability Social Work Chapter

- Achieve role clarity and identity for disability social workers
- Develop practice guidelines for disability social work practice
- Enhance social work collaboration and leadership in the disability sector

Appointment	Name	Job Title	Organisation
Chairperson:	Ong Lay Hoon	Director, Community- Based Support Services	MINDS
Vice Chairperson:	Cynthia Lee	Assistant Director, Good Life Services & Allied Professional Services	Rainbow Centre
Members:	Teo Ginnyueh	MSW	IMH
	Iris Lin	Deputy Director	Fei Yue Community Services
	Angela Chung	Senior Social Worker	SPD
	Sandra Tan	Senior Manager Service Development Transformation Office	MINDS
	Mandy Koh	Assistant Senior Social Worker	Rainbow Centre
	Julia Lee	Senior MSW	IMH
	Yu Qingling	Senior Social Worker	MINDS
	Tay Yu Ping	Senior Social Worker	MINDS
	Jean Oh	Senior Social Worker Head of Department, Early Intervention	Fei Yue Community Services

## Forward Plan

The DSW Chapter will align to SASW’s strategic goals and focus on:

### Priority

1. Advance a **strong commitment and professional identity** for the Disability Social Work professional

### Plan

- Workshops and networking session in relevance to best practices in the disability sector.
- Discussions to identify issues faced by new social workers and connect them to relevant support.

2. Build **professional standards and capabilities** for future ready social workers

- Develop practice guidelines for DSW practice

3. Identifying and bringing the sector’s best people together and **combining expertise** from pan disability to interprofessional learning

- Enhance social work collaboration and leadership in the DSW sub sector

## FY2021 Overview

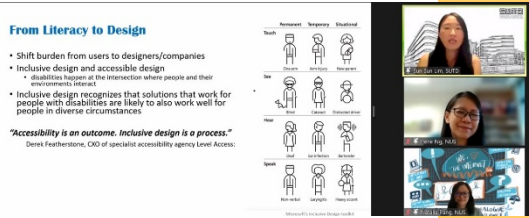
In FY2021, the Disability Social Work (DSW) Chapter successfully conducted online Engagement Sessions. Networking sessions during this pandemic phase had not been an easy feat as various members struggled to cope with their tight workload to keep up with the new advisories and changes. The first quarter of the year was a time to re-organise our plans, coming back together and picking up the momentum towards the new norm.

Networking seemed quite different when we were not able to meet face to face and visit new disability services or sites. Despite this, the team had creatively planned small group discussions and utilise various digital tools to make the virtual sessions fun and engaging. Invited speakers from other professional backgrounds were forthcoming in volunteering to share on our platforms and participation from sector members had been as encouraging as usual. The new second generation of leaders in the DSW had brought the standards of networking standards to a higher level and we continue to receive encouraging feedback of the sessions being organised.

The events organised in the reporting period include:

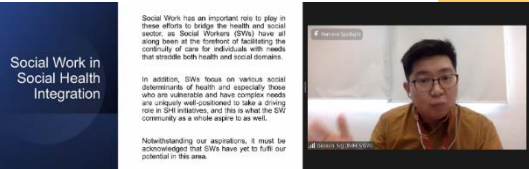
### 1. 06 July 2021: Digitalisation

Universal Digital Access: A Virtual Resource to Leave no Vulnerable Family Behind by Assoc. Prof. Irene Y.H. Ng, Dr. Natalie Pang Prof. Lim Sun Sun



### 2. 05 October 2021: Social Health Integration

- Building Bridges: Making Sense of Social-Health Integration for Social Work Practice by Gideon Ng, Principal MSW, IMH
- Health and Social Integration: Whose patient is this? by Dr Chen Shiling, Tsao Foundation



**Reported by:**  
**Ms Ong Lay Hoon**  
Chairperson

Disability Social Work Chapter

# Family Social Work Chapter

To define Family Social Work (FSW) practice in response to the changing social service landscape in Singapore.

- To enhance the practice of FSW
- To improve professionalism in FSW practice
- To promote and nurture innovative approaches in FSW practice

Appointment	Name	Job Title	Organisation
<b>Chairperson:</b>	Udhia Kumar	Lead Social Worker	Kampong Kapor Community Services
<b>Vice Chairperson:</b>	Elisha Paul Teo Chien Woon	Senior Social Worker	REACH FSC
<b>Hon. Secretary:</b>	Grace Chee	Senior Lecturer, Social Work Programme	SR Nathan School of Human Development, SUSS
<b>Members:</b>	Fatima Zahida	Social Worker	New Hope Community Services
	Teo Tee Loon	Executive Director	Lakeside Family Services
	Ruth Tan	Executive Director	South Central Community FSC
	Amran Jamil	Executive Director	FRCSFSC

## FY2021 Overview

In the past year, the Family Social Work (FSW) Chapter steered its efforts towards supporting advocacy efforts to address the digital divide for low income and affected families. The initiatives organised include:

- 17 July 2021 Presentation at SASW Membership Graduating Students Engagement Session
- 19 August 2021 FSW Chapter – Championing digital inclusion. FSW Chapter representatives joined the Internet Society Singapore Chapter at their first digital meeting of our Digital Inclusion Working Groups (virtual)
- 18 February 2022 FSW Chapter meeting - Core team discussion

## Forward Plan

In the coming year, FSW Chapter will **focus** on:

1. **Define:** To review and re-define FSW practices in response to the changing social service landscape in Singapore. This is most relevant at such times where the impact on the work the families in Singapore is most evident by the evolving Covid-19 pandemic and its new and future norms moving ahead.
2. **Enhance:** To develop Chapter's capability to provide local and regional training and consultancy in FSW.
3. **Innovate:** To promote and nurture innovative and creative new approaches and methodologies in FSW practice.

To achieve the above, the FSW Chapter would adopt the following **approaches**:

- **Creative Lab:** A platform for practitioners and social work students to actualise learnings in social work knowledge, best practices, theories and adaptation to New Norms in social work practice with families.
- **Tea Time Talks:** Blended approach, both virtual and physical, with addition of smaller huddles with various organisations for deeper engagement.
- **Recruitment:** Attracting more passionate and younger social workers to join the chapter and leaning in with various interests, passion and assets to deepen the family social work arena for the families served.

These will be delivered through three key **impact areas**:

- Two Teatime sharing sessions with Social Service Professionals
- Engagement with Social Service Agencies to promote awareness and inclusion of new chapter members
- Ongoing discussion on relevant issues in the evolving social service landscape through bulletin or other knowledge sharing platforms

**Reported by:**

**Ms Ruth Tan**

Hon. Secretary\*

Family Social Work Chapter

**&**

**Mr Udhia Kumar**

Chairperson

Family Social Work Chapter

\*As at time of reporting till 30 June 2022

# Medical Social Work Chapter

- Raise awareness of the profession
- Ensure MSW's competency and capabilities through training
- Engage community of practice through seminars and networking sessions
- Provide a platform to strengthen inter-sector relationship

Role	Name	Job Title	Organisation
<b>Chairperson:</b>	Clarice Ng	Senior MSW	Changi General Hospital
<b>Secretary:</b>	Candice Ow	Senior MSW	Singapore National Eye Centre
<b>Members:</b>	Cerene Wong (Training)	Principal MSW	Changi General Hospital
	Geraldine Lim	Senior MSW	Singapore General Hospital
	Eunice Lee	Senior MSW	National Cancer Centre Singapore
	Eugene Tan	MSW	National Heart Centre Singapore
	Koh Tang En	Senior MSW	Dover Park Hospice
	Louisa Bielrig	MSW	Ren Ci Hospital
	Michelle Lau	MSW	Dover Park Hospice

## Future Plan

SASW MSW Chapter seeks to increase the membership of the MSW Chapter to attract talents who are keen to promote sector activities and growth.

The chapter will focus on deepening affiliation with stakeholders and to continue to build a professional identity for MSWs through the MSW Chapter. The chapter will continue to build training capabilities, raise awareness of the profession and strengthen inter-sector relationships.

### Professional Identity

Raise awareness of the profession

### Training

Strengthen MSW's competency and capabilities through training

### Engagement

Engage MSWs and social workers from other sub sectors

- Annual **MSW Day Celebration** to acknowledge the effort and contributions of Medical Social Workers
- Second run of **MSW Chapter Foundation Training** to provide new entrant MSW with basic training on foundational topics
- Regular **Inter-Sector Forum between** MSW and FSC social workers to identify and address system issues and common misconceptions and strengthen inter-sector relationships.
- MSW **Healing Circle Community** to provide a safe space for MSW to develop a community for support through guided workshops

## FY2021 Overview

1) **SASW 50<sup>th</sup> Anniversary Celebration** on Instagram from April to September 2021 with the following activities:

- **MSW Chapter Spotlight** featured six MSWs across the sector. The interviews opened up conversations about their personal and professional journey in social work as well as optimism and hopes towards social work. Viewership of the interviews averaged 300 each.
- **Monthly Online Bingo Challenge** from April to August 2021
- **Tell me without telling me challenge** aimed to elicit creative responses towards everyday experiences as a Medical Social Worker (MSW). The activity attracted active participation in the quizzes.

2) **MSW Chapter Foundation Training**

The training comprised of ten sessions conducted from January to March 2022. 47 MSWs participated in the training with 19 trainers from across the medical social work sector. The training was well received with more than 80% of participants indicating that they would recommend the course to other MSWs.



**Reported by:**  
**Ms Clarice Ng**  
Chairperson  
Medical Social Work Chapter



# School Social Work Chapter

- Improve professionalism in School Social Work (SSW)
- Promote continuing education and training in SSW
- Educate stakeholders on the importance and relevance of SSW
- Advocate for SSW service delivery conditions

Appointment	Name	Job Title	Organisation
<b>Co-Chairperson:</b>	Melissa Lim-Ler	Clinical Director	SHINE Children and Youth Services
<b>Co-Chairperson:</b>	Yum Sin Ting	Deputy Director, Learning & Development	AMKFSC Community Services Ltd
<b>Members:</b>	Tan-Wu Mei Ling	Secretary General Chief Executive Officer	YMCA
	Peace Wong	Senior Lecturer, Department of Social Work	National University of Singapore
	Yet Tun Hoong	Head of Department	Viriya Community Services
	Tan Yi Ying	Head, Youth Infinity	AMKFSC Community Services Ltd
	Fang Xinwei	Deputy Director	Singapore Children's Society
	Petrine Lim	Master Student Welfare Officer	Ministry of Education

## FY2021 Overview

In FY2021, the SSW Chapter delivered the following:

- School Social Work Chapter Virtual Sharing Series
  - **June 2021: Family Violence & Students**
  - **September 2021: Student's Mental Wellness**
  - **November 2021: Inclusion & Education**
- **17 July 2021: Sharing on School Social Work**, the job options, responsibilities and challenges of school social work practice with students at SASW Graduating Students Engagement Session organised by the Membership and Registration Standing Committee.

The earlier planned in-person SIF-SSW Chapter training collaboration with the Asian Network of School Social Work could not be carried out earlier in East Java due to Covid-19. The Chapter maintained contact and would be delivering the proposed training virtually in FY2022.

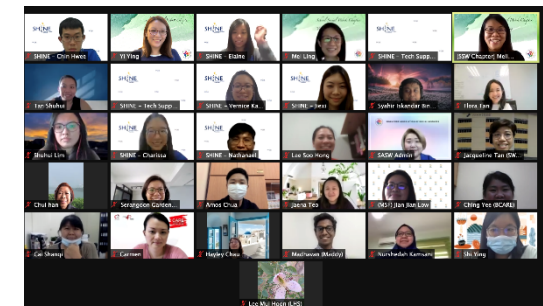
## Forward Plan

The SSW Chapter will continue to network and engagement with social workers working with students to enhance their knowledge of the work and the required competencies. Through the exchange during our networking and engagement sessions, the SSW Chapters hopes to strength the professional identity of school social workers to build a strong foundation for the development of the sector and in building up competencies of school social workers.

In FY2022, the Chapter will continue to conduct the quarterly SSW Chapter Sharing & Networking Session as planned below:

- July 2022: School Refusal
- September 2022: Technology & Students
- November 2022: Wayward Behaviour (exclusive for SSW Chapter friends and SASW members)

The SSW Chapter will also start to look into development of training to support the learning and development of school social workers and contribute to the development of school social work locally and internationally.



**Reported by:**  
**Ms Yum Sin Ting & Ms Melissa Lim**  
 Co-Chairpersons  
 School Social Work Chapter



Photo: 'Work In Progress' by Lim Hui Yan

## Reports of SASW Special Committees



**Discipline Board**

**Crisis Response Committee**

# SASW Special Committee Report

## Crisis Response Committee

Appointment	Name	Organisation
Chairperson	Lee Seng Meng	SHINE Children and Youth Services
Member	Nurrauhdah Ridzuan Ajma'in	AMKFSC Community Services Ltd
Member	Peter Li Zhaojie	FRCSFSC
Member	Grace Vaz	Ministry of Social and Family Development
Member	Joyz Tan	Fei Yue Family Service Centre
Member	Connie Ng	Methodist Welfare Services
Member	Karen Chua	St Andrew Nursing Home
Member	Ong Bee Yong	Crisis Relief Alliance
Member	Joanne Goh	KK Women's and Children's Hospital
Member	Tracy Wee	IMH
Member	Siti Mariam Bte Md Salim	Sengkang General Hospital
Member	Desmurn Lim	Montfort Care

## Discipline Board

### Chairperson, Discipline Board:

Dr Gilbert Fan

Master Medical Social Worker

National Cancer Centre Singapore

SASW Disciplinary Board is a special committee that deals with breaches of professional conduct or violation of SASW's Social Work Code of Ethics by its members. The Board holds hearings on related complaints against members brought to the attention of SASW's Professional Ethics Standing Committee or the Executive Committee and would make recommendations to the Executive Committee on the course of action regarding the complaints. In the reporting period, there was no complaint requiring the attention of the Disciplinary Board.

**Reported by:**  
**Dr Gilbert Fan**  
Chairperson  
Discipline Board

### Overview of Crisis Response Committee

The Crisis Response Committee was formed in 2018 with the aim to develop a SASW Crisis Response Team of experienced and highly competent social workers who can be activated during a National Crisis to support crisis response. SASW Crisis Response Team members serve in the Ministry of Home Affairs' Human Emergency Assistance and Response Team (HEART) as part of SGSecure.

Since its formation, 28 social workers from various Social Service Agencies have been trained in Psychological First Aid and Crisis Response Intervention. Activation of the Crisis Response Team could be triggered by the President of SASW together with the Chairperson of Crisis Response Committee to support national crisis. The Crisis Response Team was activated to support the National Care Hotline during the Covid-19 pandemic.

### 2021 Activities and Highlights

In FY2021, while no activation of the Crisis Response members was required, the committee continued to remain vigilant and maintain preparedness to act. On 26 February 2022, the committee jointly organised 'The More We Get Together: #Covid-19 Edition' and shared the experience of the committee being activated during the Covid-19 pandemic in 2020. The sharing highlighted the role and ethical obligations of social workers and the Association in a national crisis.

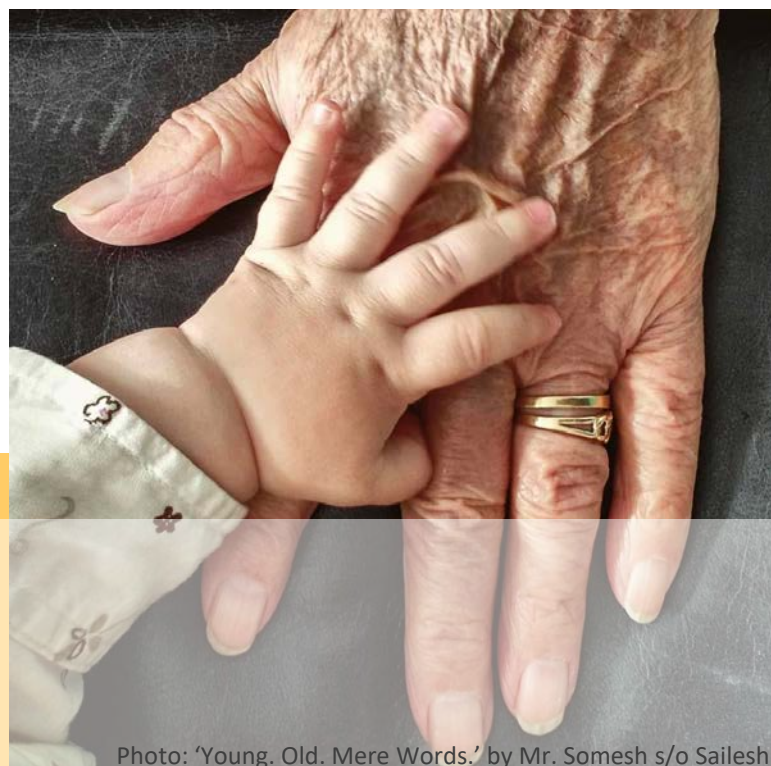
### Forward Plans

SASW will recruit new members and provide the necessary training to ensure that the committee have the required human resources and capabilities to respond and support in any crisis.



**Reported by:**  
**Mr Lee Seng Meng**  
Chairperson  
Crisis Response Committee





**Practice Research Special Interest Group**

**Housing Support Network**

**Reports of SASW Interest Groups**

# SASW Interest Group Report

## Housing Support Network

Name	Job Title	Organisation
<b>Core Team:</b>		
Lyon Koh Lin Lu	Manager/ Assistant Senior Social Worker	National Council of Social Service/ SHINE Children and Youth Services
Lilian Ong Lee Lian	Director of Social Work	New Hope Community Services
See Toh Huixia	Deputy Director	AWWA Ltd
Isaac Teo Lai Huat	Assistant Director	AMKFSC Community Services Ltd
Samuel Neo Kok Hwee	Principal MSW	Tan Tock Seng Hospital
<b>Members:</b>		
Jessica, Ong Xinlin	Senior Social Worker	AMKFSC Community Services Pte Ltd - Transition Plus
Grace Xu Yuqi	Head, Social Worker	AWWA Transitional Shelter
Jio Hui Zhen	Social Worker	AMKFSC Community Services Ltd
Ng Jia Ying, Shirlyn	MSW	Alexandra Hospital
Tan Yi Shin	Social Worker	Marine Parade Family Service Centre
Chan Xian Jie	Senior Social Worker	South Central Community Family Service Centre
Muhammad Muhsin	Social Worker	FRCFSFC
Bin Abdul Jalil		
Vania Teo	Head, Prison Services (TJ Haven)	Lakeside Family Services
Calista Chua	Assistant Senior Social Worker	MWS Family Service Centre – Yishun
Long Chey May	Group Chief Patient Officer	National University Health System
Subha Rajaiya	Principal MSW, Senior Manager	Alexandra Hospital

### Overview of Housing Support Network

Housing Support Network (HSN) brings together like-minded practitioners from various settings who are keen to address practice and advocacy issues related to homelessness and housing challenges. The network hopes to empower social workers in supporting individuals and families to gain or sustain long-term housing stability, which will contribute to the longer-term goal of a society, where everyone has long-term housing stability.

HSN continued to expand with new members from the community, medical and correctional settings, joining the Network. The core team recognised the need to better organise and maintain engagement with its members. Members inputs were consolidated via a HSN Membership Feedback Survey. Using the Theory of Change, the core team developed a structure with different roles to such that members can select the level of involvement best suited to their capacity.

### Key Activities and Highlights

In FY2021, HSN organised the following events:

- **22 April 2021:** Collaboration with National Centre for Infectious Diseases (NCID) to conduct an **educational training on infectious diseases management in residential settings** to address the identified knowledge gap. The Network invited colleagues from MSF PEERS network as well as the department that oversees shelter operations.
- **08 October 2021:** Collaboration with New Hope Community Services for 2<sup>nd</sup> Plenary Session, **“Rethinking Homelessness Interventions in a Post COVID-19 Era”**, during their second Homelessness Learning Forum 2021
- **02 November 2021: Network with Open Home Network (OHN)** founder, Kenneth, to learn from their experiences and explore feasibility of similar home share initiative locally for community members to accommodate homeless individuals or families when facilitating community members to accommodate homeless individuals and families especially during times of need such as during the Covid-19 circuit breaker.

### Forward Plans

HSN will focus on two key priorities:

- **Advocacy:** Bring together relevant stakeholders relating to service gaps to facilitate conversations and mutual understanding (knowledge gap) for solutioning (service gap)
- **Practice enhancement & support:** Enhance confidence and competencies among social workers in tackling housing issues and homelessness

Guided by the key priority areas, HSN’s workplan for FY2022/2023 would include:

#### 1. HSN Dialogue Sessions

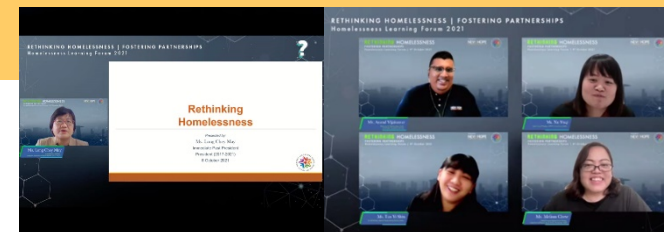
- Dialogue Session 01 - Generate practice insights on homelessness and housing issues
  - Theme: Enhance Cross-sector Collaboration & Build Competency
- Dialogue Session 02 - Advocacy in Housing Landscape
  - Theme: Tackle gaps in housing options

#### 2. HSN Housing Landscape Resource Guide as a one-stop guide to key housing options

- Leverage technology platform to facilitate launch, sharing and updating of HSN Resource Guide e.g. Microsoft Teams

#### 3. Increase **face-to face HSN Planning Network Meetings** to build professional relationships with members of the network to maximise engagement and sustainability.

**Reported by:**  
**Ms Lyon Koh**  
Chairperson  
Housing Support Network



# SASW Interest Group Report

## Practice Research Special Interest Group

Name	Job Title	Organisation
<b>Chairperson:</b>		
Martin Chok	Assistant Director, Central-East Cluster	Care Corner Singapore Ltd
<b>Members:</b>		
Alice Koo	Senior Social Worker	FRCSFSC
Judith Chew	Master MSW	KK Women's and Children's Hospital
Anita Ho	Senior Manager	NTUC Healthcare

### Overview of Practice Research Special Interest Group

The Practice Research Special Interest Group was formed in September 2018 to promote and facilitate practice research in the social service sector harnessing the expertise of social service agencies, public health institutions and government partners. This initiative is a response to a need for greater alignment, collaboration and actual implementation in research.

### Objectives and goals of the Special Interest Group

- Promote awareness in practice research to the social service sector
- Grow the practice research movement on the ground
- Advocate the importance of practice research to the social service sector

### Areas of interest

- Linking resources to interested practitioners
  - 'Match-Making Project' linking mentors (experienced practitioners doing practice research) to mentees (practitioners who are keen to do practice research)
  - Setting up of an enquiry service to provide consultation to practitioners who are in the infancy phase of learning about/doing practice research
- Encourage Collaboration
  - Provide platforms for sharing of practice research amongst practitioners through Research Networks or Meetings
  - Provide networking opportunities for practitioners through Research Networks, which give rise to inter-agency collaboration or inter-SASW Chapter collaboration for research

### Key Activities and Highlights

In FY2021, the Practice Research Special Interest Group presented 'Transforming the Non-Profit Sector Learning Journeys: Practicing Research' during a learning journey organised by the Institute of Policy Studies (IPS) on 9 July 2021.

The team had also been networking with various social workers and social researchers to recruit volunteers and subject matter experts in preparation for their forwards plans.

### Forward Plans

The FY2022/2023 workplan of the Practice Research Special Interest Group includes the following:

- An email enquiry or information service to answer any research related questions. The group planned to recruit a group of practitioners experienced and proficient in research to provide consultation on practice research related questions via email.
- Research Match-Making Project. Matching mentees who are keen to do practice research in their agency with mentors who are experienced in doing research. The project seeks to provide support to deliver a research proposal within six months from the start of the pairing.

**Reported by:**  
**Mr Martin Chok**  
Chairperson

Practice Research Special Interest Group



# Reports of SASW Representatives

## Singapore Council of Women's Organisations

### Representatives

In FY2021, SASW Representatives to SCWO attended the following events:

- 31 October 2021: MSF Women's Charter Engagement Session
- 30 November 2021: In Her Stride, Change the Lens
- 06 January 2022: Pre-Budget 2022 Dialogue with SCWO Member Organisations
- 25 January 2022: Closed-Door (Virtual) Engagement Session on Workplace Fairness and Workplace Harassment

**Ms Evelyn Lai**

Executive Director

Singapore Association of Social Workers

&

**Ms Sophie Cheng**

Principal Medical Social Worker

Seng Kang General Hospital

## International Federation of Social Workers

### Representative

In the reporting year, SASW Representative to IFSW attended:

- 21 & 22 September 2021: ASEAN Social Work Consortium Conference

IFSW Representative, Dr Goh Soon Noi, represented SASW at the conference at

the invitation of MSF.

**Dr Goh Soon Noi**

Head of Medical Social Services

Changi General Hospital

## Singapore Medical Council Complaints Panel under the Medical Registration Act

In FY2021, SASW nominated five social workers for appointment to the Singapore Medical Council (SMC) Complaints Panel. All five nominees were appointed as members of the Complaints Panel under the amended Medical Registration Act.

In addition to the earlier appointed representative, the six SASW representatives to the SMC Complaints Panel are:

- **Ms Melissa Chew**, Chief and Principal Medical Social Worker, Woodlands Health
- **Ms Lilian Mark**, Head, Medical Social Work, Institute of Mental Health
- **Ms Priscilla Lim**, Master Medical Social Worker (Practice Manager), Medical Social Work, Singapore National Eye Centre
- **Ms Ng Tzer Wee**, Social Worker
- **Ms Lim Boon Chee**, Senior Principal Medical Social Worker, Ng Teng Fong General Hospital
- **Dr Fan Kam Tong Gilbert**, Master Medical Social Worker, National Cancer Centre Singapore



# Contact Us

**Address:** Block 324 Clementi Avenue 5, #01-209 Singapore 120324

**Phone:** +65 6778 7922

**Fax:** +65 6778 0609

## Opening Hours:

Mondays to Fridays 9.00 am – 6.00 pm

Closed on Saturdays, Sundays & Public Holidays

## Email:

- **Accreditation** – [accreditation@sasw.org.sg](mailto:accreditation@sasw.org.sg)
- **FRTC/Training** – [training@sasw.org.sg](mailto:training@sasw.org.sg)
- **Membership** – [membership@sasw.org.sg](mailto:membership@sasw.org.sg)
- **Outstanding Social Worker Award** – [oswa@sasw.org.sg](mailto:oswa@sasw.org.sg)
- **Social Work Day** – [swd@sasw.org.sg](mailto:swd@sasw.org.sg)
- **Supervision/PNS/COPs** – [supervisionservice@sasw.org.sg](mailto:supervisionservice@sasw.org.sg)
- **Mentoring programme** – [mentoring@sasw.org.sg](mailto:mentoring@sasw.org.sg)
- **SASW Chapters** – [SWchapters@sasw.org.sg](mailto:SWchapters@sasw.org.sg)

For general matters, please contact us at [6778 7922](tel:67787922)  
or email to [admin@sasw.org.sg](mailto:admin@sasw.org.sg)

## Social Media:

**Facebook:** <https://www.facebook.com/SASW.sg/>

**Instagram:** <https://www.instagram.com/sasw.sg/>

**LinkedIn:** <https://www.linkedin.com/company/singapore-association-of-social-workers-sasw/>

# FY21/22

## Audited Financial Statements

Appointed Auditor:  
Kreston ACA PAC (f.k.a Kreston Ardent CAtrust PAC)  
Chartered Accountants of Singapore  
UEN 202000100D

**SINGAPORE ASSOCIATION OF SOCIAL WORKERS**  
*Unique Entity Number: S71SS0013A*

**AUDITED FINANCIAL STATEMENTS**  
*for the financial year ended 31 March 2022*

**SINGAPORE ASSOCIATION OF SOCIAL WORKERS**

**STATEMENT BY THE EXECUTIVE COMMITTEE AND AUDITED FINANCIAL STATEMENTS**  
*for the financial year ended 31 March 2022*

---

### Table of Contents

Statement by the Executive Committee	3
Independent Auditor's Report	4
Statement of Income and Expenditure and Other Comprehensive Income	7
Statement of Financial Position	13
Statement of Changes in Funds	14
Statement of Cash Flows	15
Notes to the Financial Statements	16



STATEMENT BY THE EXECUTIVE COMMITTEE  
for the financial year ended 31 March 2022

In the opinion of the Executive Committee,


- (a) the accompanying financial statements are drawn up in accordance with the Societies Act 1966 (the "Act") and Financial Reporting Standards in Singapore ("FRSs") so as to give a true and fair view of the financial position of the Association as at 31 March 2022 and the financial performance, changes in funds and cash flows of the Association for the year ended on that date; and
- (b) at the date of this statement there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.


Executive Committee

The Executive Committee of the Association in office at the date of this statement are:

President	Tan Sze Wee
Vice President	Chau Yoke Chui Hayley
Honorary Secretary	Chan Whee Peng
Assistant Honorary Secretary	Lyon Koh Lin Lu
Honorary Treasurer	Tan Wai Hong
Chair, Training and Professional Development	Joanne Goh Mui Ching
Chair, Membership & Registration	Sabrina Ang Xiao Ling
Chair, Public Relations	Joan Fang Rouyue
Chair, Publications	Cheng Xiaolin
Chair, Finance	Troy Jack Thevathasan
Chair, Professional Ethics	Agnes Chia
Chair, Discipline	Fan Kam Tong

On behalf of the Executive Committee

  
.....  
Tan Sze Wee  
President

  
.....  
Tan Wai Hong  
Honorary Treasurer

Signed on: 2 SEP 2022



Kreston ACA PAC  
(f.k.a Kreston Ardent CAtrust PAC)  
Chartered Accountants of Singapore  
(UEN 202000100D)  
120 Robinson Road, #16-01  
Singapore 068913  
Tel : (65) 6356 9098 / (65) 6336 8772  
Web : www.krestonaca.com.sg

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
SINGAPORE ASSOCIATION OF SOCIAL WORKERS  
Page 1 of 3

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Singapore Association of Social Workers (the "Association"), which comprise the statement of financial position as at 31 March 2022, the statement of income and expenditure and other comprehensive income, statement of changes in funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements are properly drawn up in accordance with the provisions of the Societies Act 1966 (the "Act") and Financial Reporting Standards in Singapore ("FRSs") so as to give a true and fair view of the financial position of the Association as at 31 March 2022 and the financial performance, changes in funds and cash flows of the Association for the year ended on that date.

Basis for Opinion

We conducted our audit in accordance with Singapore Standards on Auditing ("SSAs"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Association in accordance with the Accounting and Corporate Regulatory Authority ("ACRA") Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities ("ACRA Code") together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code.

Other Information

Executive Committee is responsible for the other information. The other information comprises the information included in the Statement by the Executive Committee on page 3 but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SINGAPORE ASSOCIATION OF SOCIAL WORKERS

Page 2 of 3

### Other Information (Continued)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Responsibilities of Executive Committee for the Financial Statements

The Executive Committee is responsible for the preparation of financial statements that give a true and fair view in accordance with the provisions of the Act and FRSs, and for devising and maintaining a system of internal accounting controls sufficient to provide a reasonable assurance that assets are safeguarded against loss from unauthorised use or disposition; and transactions are properly authorised and that they are recorded as necessary to permit the preparation of true and fair financial statements and to maintain accountability of assets.

In preparing the financial statements, the Executive Committee is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The Executive Committee is responsible for overseeing the Association's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SINGAPORE ASSOCIATION OF SOCIAL WORKERS

Page 3 of 3

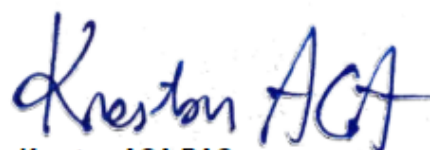
### Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Executive Committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Executive Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **Report on Other Legal and Regulatory Requirements**

In our opinion, the accounting and other records required to be kept by the Association have been properly kept in accordance with the Act.



**Kreston ACA PAC**  
Public Accountants and  
Chartered Accountants

(Partner-in-charge: Hooi Weng Yew Edwin Mario)

Singapore

Date: 2 September 2022



# SINGAPORE ASSOCIATION OF SOCIAL WORKERS

## STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME

for the financial year ended 31 March 2022

2022	Note	Restricted funds					SASW total funds S\$	FRTC total funds S\$	Total funds S\$
		SASW general fund S\$	MSF - Accreditation system fund S\$	MSF - Renovation fund S\$	MSF -				
					Supervision programme fund S\$	Other restricted funds S\$			
<b>Income</b>									
Government Grants - JSS		4,227	5,217	-	342	-	9,786	-	9,786
Interest income		1,223	63	-	-	260	1,546	3,826	5,372
Management fee from MSF - Accreditation system		73,872	-	-	-	-	73,872	-	73,872
Amortisation of deferred capital grant		-	-	-	-	-	-	782	782
Management fee from MSF - Supervision programme		9,130	-	-	9,130	-	18,260	-	18,260
Membership fees income		25,550	-	-	-	-	25,550	-	25,550
MSF - Accreditation system grant		-	364,902	-	-	-	364,902	-	364,902
MSF - Supervision programme grant		-	-	-	88,839	-	88,839	-	88,839
MSF - Supervision seminar fee		19,988	-	-	-	-	19,988	-	19,988
OSWA grant		61,071	-	-	-	-	61,071	-	61,071
SG United Traineeship programme		18,000	-	-	-	-	18,000	-	18,000
Social Workers' Day		17,036	-	-	-	-	17,036	-	17,036
Social workers mentorship supervisors		800	-	-	-	-	800	-	800
Training fees		-	-	-	-	-	-	280,305	280,305
Voluntary Welfare Organisation-Charities Capability Fund ("VCF")		-	-	-	-	-	-	178,565	178,565
Web advertisement fee		4,400	-	-	-	-	4,400	-	4,400
Other grant received		10,466	-	-	-	-	10,466	-	10,466
Other income		37,529	-	-	-	-	37,529	-	37,529
Transformation support scheme		14,111	-	-	-	-	14,111	-	14,111
Total income		297,403	370,182	-	98,311	260	766,156	463,478	1,229,634

The accompanying accounting policies and explanatory notes form an integral part of the financial statements



# SINGAPORE ASSOCIATION OF SOCIAL WORKERS

## STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME

for the financial year ended 31 March 2022

2022	Restricted funds					SASW total funds S\$	FRTC total funds S\$	Total funds S\$
	SASW general fund S\$	MSF - Accreditation system fund S\$	MSF - Renovation fund S\$	MSF -				
				Supervision programme fund S\$	Other restricted funds S\$			
<b>Expenditure</b>								
Audit fees	3,870	-	-	-	-	3,870	4,300	8,170
AGM expenses	3,959	-	-	-	-	3,959	-	3,959
Anniversary related expense	34,868	-	-	-	-	34,868	-	34,868
Bank charges	467	67	-	-	-	534	434	968
Central Provident Fund contributions	34,849	49,682	-	3,289	-	87,820	-	87,820
Chapters/committees expenses	4,182	-	-	-	-	4,182	-	4,182
Cleaning	-	-	-	-	-	-	5,810	5,810
Conservancy charges	-	-	-	-	-	-	1,066	1,066
Dental benefits	360	208	-	-	-	568	-	568
Depreciation	6,942	2,395	2,926	-	-	12,263	54,858	67,121
General expenses	100	-	-	-	-	100	-	100
Interest expense	-	-	-	-	-	-	293	293
Insurance	7,607	1,880	-	-	-	9,487	-	9,487
Information Technology expenses	14,394	7,717	-	-	-	22,111	-	22,111
Leases of small value assets	-	-	-	-	-	-	3,398	3,398
License fee	-	-	-	-	-	-	1,070	1,070
Management fees paid	-	73,872	-	9,130	-	83,002	-	83,002
Medical expenses	501	-	-	-	-	501	-	501
Membership fees paid	1,667	-	-	-	-	1,667	-	1,667
MSF - Accreditation seminar expenses	19,968	2,000	-	-	-	21,968	-	21,968
MSF - Supervision programme expenses	-	-	-	38,864	-	38,864	-	38,864
Office supplies	159	-	-	-	-	159	88	247
OSWA expenditure	61,071	-	-	-	-	61,071	-	61,071

The accompanying accounting policies and explanatory notes form an integral part of the financial statements

**SINGAPORE ASSOCIATION OF SOCIAL WORKERS**

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME**

for the financial year ended 31 March 2022

2022	Restricted funds					SASW total funds	FRTC total funds	Total funds
	SASW general fund	MSF - Accreditation system fund	MSF - Renovation fund	MSF -				
				Supervision programme fund	Other restricted funds			
	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$
Expenditure								
Postage and courier	757	125	-	-	-	882	51	933
Printing and stationery	35	-	-	-	-	35	390	425
Professional fees	48	-	-	-	-	48	1,470	1,518
Refreshments	-	139	-	-	-	139	6,487	6,626
Renovation related expenses	-	-	-	-	-	-	5,482	5,482
Repair and maintenance	1,327	-	-	-	-	1,327	300	1,627
Short-term leases	-	-	-	-	-	-	3,369	3,369
Skills Development Levy	385	611	-	47	-	1,043	-	1,043
Social workers' day expenses	17,036	-	-	-	-	17,036	-	17,036
Social work mentoring programme	846	-	-	-	-	846	-	846
Sponsorships	400	-	-	-	-	400	-	400
Salaries and bonuses	254,239	389,108	-	19,342	-	662,689	-	662,689
Staff welfare	133	247	-	-	-	380	-	380
Subscription fees	1,663	-	-	-	-	1,663	501	2,164
Telecommunication	3,513	-	-	-	-	3,513	1,501	5,014
Trainers' fees	-	-	-	-	-	-	97,020	97,020
Training materials	-	-	-	-	-	-	5,906	5,906
Transport and travelling	102	-	-	-	-	102	-	102
Utilities	-	-	-	-	-	-	2,904	2,904
Total expenditure	475,448	528,051	2,926	70,672	-	1,077,097	196,698	1,273,795
Surplus/(deficit) before tax	(178,045)	(157,869)	(2,926)	27,639	260	(310,941)	266,780	(44,161)
Income tax expense	-	-	-	-	-	-	-	-
Surplus/(deficit), net of tax	(178,045)	(157,869)	(2,926)	27,639	260	(310,941)	266,780	(44,161)
Other comprehensive income	-	-	-	-	-	-	-	-
Total comprehensive income/(loss)	(178,045)	(157,869)	(2,926)	27,639	260	(310,941)	266,780	(44,161)

The accompanying accounting policies and explanatory notes form an integral part of the financial statements

# SINGAPORE ASSOCIATION OF SOCIAL WORKERS

## STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME

for the financial year ended 31 March 2022

2021	Note	Restricted funds							SASW total funds S\$	FRTC total funds S\$	Total funds S\$
		SASW general fund S\$	ICSW 2016 fund S\$	MSF - Accreditation system fund S\$	MSF - Renovation fund S\$	MSF - Supervision programme fund S\$	MOH - Supervision and PNS S\$	Other restricted funds S\$			
<b>Income</b>											
Government grants - JSS		58,662		65,007	-	5,121	-	-	128,790	-	128,790
Interest income		4,386	-	102	-	-	-	1,021	5,509	12,499	18,008
Management fee from MSF - Accreditation system		73,872	-	-	-	-	-	-	73,872	-	73,872
Management fee from MSF - Supervision programme		9,130	-	-	-	9,130	-	-	18,260	-	18,260
Membership fees income		27,520	-	-	-	-	-	-	27,520	-	27,520
MOH - Supervision and PNS grant		(12,264)	-	-	-	-	1,296	-	(10,968)	-	(10,968)
MSF - Accreditation system grant		-	-	426,922	-	-	-	-	426,922	-	426,922
MSF - Supervision programme grant		-	-	-	-	36,925	-	-	36,925	-	36,925
OSWA grant		33,603	-	-	-	-	-	-	33,603	-	33,603
Refund of ICSW 2016 surplus		-	(122,000)	-	-	-	-	-	(122,000)	-	(122,000)
Social Workers' Day		8,857	-	-	-	-	-	-	8,857	-	8,857
Training fees		-	-	-	-	-	-	-	-	217,763	217,763
Voluntary Welfare Organisation- Charities Capability Fund ("VCF")		-	-	-	-	-	-	-	-	119,410	119,410
Web advertisement fee		5,200	-	-	-	-	-	-	5,200	-	5,200
Other income		15,436	-	20	-	-	-	-	15,456	100	15,556
<b>Total income</b>		<b>224,402</b>	<b>(122,000)</b>	<b>492,051</b>	<b>-</b>	<b>51,176</b>	<b>1,296</b>	<b>1,021</b>	<b>647,946</b>	<b>349,772</b>	<b>997,718</b>

The accompanying accounting policies and explanatory notes form an integral part of the financial statements



**SINGAPORE ASSOCIATION OF SOCIAL WORKERS**

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME**

for the financial year ended 31 March 2022

2021	Restricted funds									
	SASW general fund S\$	MSF -						SASW total funds S\$	FRTC total funds S\$	Total funds S\$
		ICSW 2016 fund S\$	MSF - Accreditation system fund S\$	MSF - Renovation fund S\$	Supervision programme fund S\$	MOH - Supervision and PNS S\$	Other restricted funds S\$			
Expenditure										
Audit fees	5,850	-	-	-	-	-	-	5,850	4,000	9,850
Anniversary related expense	186	-	-	-	-	-	-	186	-	186
Bank charges	265	-	68	-	-	-	-	333	361	694
Central Provident Fund contributions	35,258	-	36,349	-	2,790	-	-	74,397	-	74,397
Chapters/committees expenses	3,147	-	-	-	-	-	-	3,147	-	3,147
Cleaning	-	-	-	-	-	-	-	-	2,202	2,202
Conservancy charges	-	-	-	-	-	-	-	-	1,012	1,012
Dental benefits	380	-	325	-	-	-	-	705	-	705
Depreciation	1,661	-	1,014	8,330	-	-	-	11,005	49,726	60,731
General expenses	350	-	-	-	-	-	-	350	-	350
IFSW expenditure	1,093	-	-	-	-	-	-	1,093	-	1,093
Insurance	5,118	-	3,556	-	-	-	-	8,674	-	8,674
Information technology expenses	13,933	-	8,691	-	-	-	-	22,624	440	23,064
Leases of small value assets	-	-	-	-	-	-	-	-	4,109	4,109
Loss on disposal of plant and equipment	-	-	-	-	-	-	-	-	3,088	3,088
Management fees paid	-	-	73,872	-	9,130	-	-	83,002	-	83,002
Membership fees paid	1,310	-	-	-	-	-	-	1,310	-	1,310
MOH - Supervision and PNS expenses	(23,428)	-	-	-	-	1,296	-	(22,132)	-	(22,132)
MSF - Accreditation seminar expenses	20	-	-	-	-	-	-	20	-	20
MSF - Supervision programme expenses	-	-	-	-	20,412	-	-	20,412	-	20,412
Office supplies	1,759	-	165	-	-	-	-	1,924	-	1,924
OSWA expenditure	33,603	-	-	-	-	-	-	33,603	-	33,603

The accompanying accounting policies and explanatory notes form an integral part of the financial statements

## STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME

for the financial year ended 31 March 2022

		Restricted funds								
		MSF -								
		SASW		MSF -	MSF -	Supervision	MOH -	Other		
		general	ICSW	Accreditation	Renovation	programme	Supervision	restricted	SASW	FRTC
		fund	2016 fund	system fund	fund	fund	and PNS	funds	total funds	total funds
		S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$	S\$
2021										
<b>Expenditure</b>										
		467	-	158	-	-	-	-	625	45
		1,513	-	-	-	-	-	-	1,513	771
		4,012	-	-	-	-	-	-	4,012	1,500
		620	-	139	-	-	-	-	759	1,511
		-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	300
		-	-	-	-	-	-	-	-	4,965
		422	-	514	-	41	-	-	977	-
		8,857	-	-	-	-	-	-	8,857	-
		959	-	-	-	-	-	-	959	-
		224,074	-	283,516	-	16,356	-	-	523,946	-
		371	-	238	-	-	-	-	609	-
		1,585	-	-	-	-	-	-	1,585	480
		6,039	-	-	-	-	-	-	6,039	1,042
		-	-	-	-	-	-	-	-	57,850
		257	-	-	-	-	-	-	257	-
		-	-	-	-	-	-	-	-	2,272
		329,681	-	408,605	8,330	48,729	1,296	-	796,641	135,674
		(105,279)	(122,000)	83,446	(8,330)	2,447	-	1,021	(148,695)	214,098
	4	-	-	-	-	-	-	-	-	-
		(105,279)	(122,000)	83,446	(8,330)	2,447	-	1,021	(148,695)	214,098
		-	-	-	-	-	-	-	-	-
		(105,279)	(122,000)	83,446	(8,330)	2,447	-	1,021	(148,695)	214,098

The accompanying accounting policies and explanatory notes form an integral part of the financial statements

SINGAPORE ASSOCIATION OF SOCIAL WORKERS

STATEMENT OF FINANCIAL POSITION

as at 31 March 2022

	Note	2022 S\$	2021 S\$
<b>Assets</b>			
<b>Non-current assets</b>			
Plant and equipment	5	392,971	382,254
<b>Current assets</b>			
Trade receivables		16,541	38,462
Other receivables, deposits and prepayments	6	128,629	54,717
Cash and cash equivalents	7	3,345,546	3,395,103
		3,490,716	3,488,282
<b>Total assets</b>		3,883,687	3,870,536
<b>Liabilities</b>			
<b>Non-current liabilities</b>			
Deferred capital grant	8	81,858	18,170
Deferred income		10,709	10,709
Lease liability	9	4,272	-
		96,839	28,879
<b>Current liabilities</b>			
Trade payables		5,452	3,413
Other payables and accruals	10	23,290	38,990
Lease liability	9	3,013	-
		31,755	42,403
<b>Total liabilities</b>		128,594	71,282
<b>Net assets</b>		3,755,093	3,799,254
<b>Represented by:</b>			
<b>Unrestricted funds</b>			
SASW general fund	11	575,539	764,574
FRTC general fund	11	2,150,943	1,884,163
		2,726,482	2,648,737
<b>Restricted funds</b>			
Family life education endowment fund	11	537,211	537,211
Mavis Khoo fund	11	70,498	70,498
MSF - Accreditation system fund	11	273,384	420,263
MSF - Renovation fund	11	-	2,926
MSF - Supervision programme fund	11	51,982	24,343
Pung Eng Huat memorial fund	11	3,070	2,993
Reserved fund	11	73,967	74,030
SASW training (Jean Robertson memorial) fund	11	18,499	18,253
		1,028,611	1,150,517
<b>Total funds</b>		3,755,093	3,799,254

The accompanying accounting policies and explanatory notes form an integral part of the financial statements

SINGAPORE ASSOCIATION OF SOCIAL WORKERS

STATEMENT OF CHANGES IN FUNDS

for the financial year ended 31 March 2022

	SASW general fund S\$	ICSW 2016 fund S\$	MSF - Accreditation system fund S\$	MSF - Renovation fund S\$	MSF - Supervision programme fund S\$	Other restricted funds S\$	SASW total funds S\$	FRTC total funds S\$	Total funds S\$
At 1 April 2020	233,850	747,013	347,807	11,256	21,896	94,255	1,456,077	2,277,774	3,733,851
Total comprehensive income/(loss)	(105,279)	(122,000)	83,446	(8,330)	2,447	1,021	(148,695)	214,098	65,403
Transfers between funds	625,013	(625,013)	-	-	-	-	-	-	-
At 31 March 2021	753,584	-	431,253	2,926	24,343	95,276	1,307,382	2,491,872	3,799,254
Total comprehensive income/(loss)	(178,045)	-	(157,869)	(2,926)	27,639	260	(310,941)	266,780	(44,161)
At 31 March 2022	575,539	-	273,384	-	51,982	95,536	996,441	2,758,652	3,755,093

The accompanying accounting policies and explanatory notes form an integral part of the financial statements



# SINGAPORE ASSOCIATION OF SOCIAL WORKERS

## STATEMENT OF CASH FLOWS

for the financial year ended 31 March 2022

	Note	2022 S\$	2021 S\$
<b>Cash flows from operating activities</b>			
(Loss)/profit before tax		(33,171)	65,403
Adjustments for:			
Depreciation		67,121	60,731
Loss on disposal of plant and equipment		-	3,088
Operating cash flows before changes in working capital		97,638	129,222
Trade receivables		21,921	(18,462)
Other receivables, deposits and prepayments		(73,912)	134,803
Trade payables		2,039	(13,975)
Other payables and accruals		(15,700)	(8,048)
<b>Net cash flows generated from operating activities</b>		<b>31,986</b>	<b>223,540</b>
<b>Cash flows from investing activity</b>			
Purchase of plant and equipment		(68,630)	-
<b>Net cash flows used in investing activity</b>		<b>(68,630)</b>	<b>-</b>
<b>Cash flows from financing activity</b>			
Repayment of lease liabilities		(1,923)	-
<b>Net cash flows used in financing activity</b>		<b>(1,923)</b>	<b>-</b>
<b>Net (decrease)/increase in cash and cash equivalents</b>		<b>(38,567)</b>	<b>223,540</b>
<b>Cash and cash equivalents at the beginning of the year</b>		<b>3,395,103</b>	<b>3,171,563</b>
<b>Cash and cash equivalents at the end of the year</b>	7	<b>3,356,536</b>	<b>3,395,103</b>

The accompanying accounting policies and explanatory notes form an integral part of the financial statements

# SINGAPORE ASSOCIATION OF SOCIAL WORKERS

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2022

### 1. Domicile and activities

The Association is registered with the Registrar of Societies under Societies Act 1966 in Singapore on 5 February 1971. The Association's registered address and principal place of business is at Block 324 Clementi Avenue 5 #01-209, Singapore 120324.

The principal activities of the Association are to act as a professional association to promote social work and provide community and social services to the public.

The Association established Family Resource and Training Centre ("FRTC") as a standing committee under Article 8.5(g) of its Constitution. FRTC is a registered charity under the Charities Act 1994 on 25 August 1994.

The financial statements of the Association for the current financial year were approved and authorised for issue by the Executive Committee on the date of the Statement by the Executive Committee.

### 2. Summary of significant accounting policies

#### 2.1 Basis of preparation

The financial statements of the Association have been prepared in accordance with Singapore Financial Reporting Standards ("FRSs"). The financial statements have been prepared on the historical cost basis except as disclosed in the accounting policies below. The financial statements are presented in Singapore dollar ("S\$") and all values are presented in units, unless otherwise stated.

#### 2.2 Changes in accounting policies

The accounting policies adopted are consistent with those of the previous financial year except in the current financial year, the Association has adopted all the new and revised standards which are effective for annual financial periods beginning on or after 1 April 2021. The adoption of these standards did not have material effect on the financial performance or position of the Association.

#### 2.3 Standards issued but not yet effective

The Association has not adopted the following standards applicable to the Association that have been issued but not yet effective:

Description	Effective for annual periods beginning on or after
Amendments to FRS 16 <i>Property, Plant and Equipment</i> : Proceeds before Intended Use	1 January 2022
Amendments to FRS 37 <i>Provisions, Contingent Liabilities and Contingent Assets</i> : Onerous Contracts – Cost of Fulfilling a Contract	1 January 2022
Annual Improvements to FRSs 2018-2020	1 January 2022
Amendments to FRS 1 <i>Presentation of Financial Statements</i> : Classification of Liabilities as Current or Non-current	1 January 2023
Amendments to FRS 1 and FRS Practice Statement 2: Disclosure of Accounting Policies	1 January 2023

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2022

**2. Summary of significant accounting policies (Continued)****2.3 Standards issued but not yet effective (Continued)**

The Executive Committee expects that the adoption of the standards above will have no material impact on the financial statements in the period of initial application.

**2.4 Donations**

Donations are recognised upon receipt. Donations subject to donor-imposed conditions that specify the time period in which the expenditure can take place are accounted for as deferred income and recognised as a liability until the financial period in which the Association is allowed by the condition to expend the income.

**2.5 Government grants**

Government grants are recognised when there is reasonable assurance that the grant will be received and all attaching conditions will be complied with. Government grants shall be recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

The Association adopts the Financial Reporting Bulletin 6 Revised ("FRB 6"), the accounting guidance and key considerations issued by the Institute of Singapore Chartered Accountants for the accounting of government grants received under the Job Support Scheme ("JSS").

Under FRB 6, the Association will account for the JSS payouts as follows:

- A grant receivable and a deferred grant income will be recognised when the Association has reasonable assurance that the grant will be received and it has complied with all grant conditions.
- The grant is recognised in profit or loss on a systematic basis over the periods in which the Association recognises as expenses the related costs for which the grant is intended to compensate.
- JSS grant income will be included under Government grants in the financial statements

**2.6 Revenue**

Revenue is measured based on the consideration to which the Association expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third parties.

Revenue is recognised when the Association satisfies a performance obligation by transferring a promised good or service to the customer, which is when the customer obtains control of the good or service. A performance obligation may be satisfied at a point in time or over time. The amount of revenue recognised is the amount allocated to the satisfied performance obligation.

**a) Membership fee**

Membership fee is recognised over the period of the membership term.

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2022

**2. Summary of significant accounting policies (Continued)****2.6 Revenue (Continued)****b) Training fees**

Income from training is recognised over time, based on the actual services provided as a proportion to the total services to be performed.

**2.7 Employee benefits**Defined contribution plan

The Association makes contributions to the Central Provident Fund scheme in Singapore, a defined contribution pension scheme. Contributions to defined contribution pension schemes are recognised as an expense in the period in which the related service is performed.

**2.8 Taxes**Current income tax

Current income tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at the end of the reporting period. Current income taxes are recognised in statement of income and expenditure.

The Executive Committee periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

**2.9 Plant and equipment**

All items of plant and equipment are initially recognised at cost and subsequently carried at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is computed on a straight-line basis over the estimated useful lives of the assets as follows:

- |                          |            |
|--------------------------|------------|
| - Computer and software  | : 3 years  |
| - Furniture and fittings | : 5 years  |
| - Office equipment       | : 5 years  |
| - Renovation             | : 10 years |

The carrying values of plant and equipment are reviewed for impairment when events or changes in circumstances indicate that the carrying value may not be recoverable.

The residual value, useful life and depreciation method are reviewed at each financial year-end, and adjusted prospectively, if appropriate.

An item of plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss on de-recognition of the asset is included in statement of income and expenditure in the year the asset is derecognised.



**2. Summary of significant accounting policies (Continued)****2.10 Impairment of non-financial assets**

The Association assesses at each reporting date whether there is an indication that an asset may be impaired. If any indication exists, the Association makes an estimate of the asset's recoverable amount.

An asset's recoverable amount is the higher of an asset's or cash-generating unit's fair value less costs of disposal and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets. Where the carrying amount of an asset or cash-generating unit exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. Impairment losses are recognised in statement of income and expenditure.

A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case, the carrying amount of the asset is increased to its recoverable amount. That increase cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised previously. Such reversal is recognised in statement of income and expenditure, unless the asset is measured at revalued amount, in which case the reversal is treated as a revaluation increase.

**2.11 Financial instruments****a) Financial assets**Initial recognition and measurement

Financial assets are recognised when, and only when the Association becomes a party to the contractual provisions of the financial instrument. The Association determines the classification of its financial assets at initial recognition.

At initial recognition, the Association measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss ("FVPL"), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in statement of income and expenditure.

Trade receivables are measured at the amount of consideration to which the Association expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third party, if the trade receivables do not contain a significant financing component at initial recognition.

Subsequent measurementInvestments in debt instruments

Subsequent measurement of debt instruments depends on the Association's business model for managing the asset and the contractual cash flow characteristics of the asset. The three measurement categories for classification of debt instruments are amortised cost, fair value through other comprehensive income ("FVOCI") and FVPL. The Association only has debt instruments at amortised cost.

**2. Summary of significant accounting policies (Continued)****2.11 Financial instruments (Continued)****a) Financial assets (Continued)**Subsequent measurement (Continued)Investments in debt instruments (Continued)

Financial assets that are held for the collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Financial assets are measured at amortised cost using the effective interest method, less impairment. Gains and losses are recognised in profit or loss when the assets are derecognised or impaired, and through the amortisation process.

De-recognition

A financial asset is derecognised where the contractual right to receive cash flows from the asset has expired. On de-recognition of a financial asset in its entirety, the difference between the carrying amount and the sum of the consideration received and any cumulative gain or loss that had been recognised in other comprehensive income is recognised in statement of income and expenditure.

**b) Financial liabilities**Initial recognition and measurement

Financial liabilities are recognised when and only when the Association becomes a party to the contractual provisions of the financial instrument. The Association determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value plus in the case of financial liabilities not at FVPL, directly attributable transaction costs.

Subsequent measurement

After initial recognition, financial liabilities that are not carried at FVPL are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in statement of income and expenditure when the liabilities are derecognised, and through the amortisation process.

De-recognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a de-recognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognised in statement of income and expenditure.



**2. Summary of significant accounting policies (Continued)****2.12 Impairment of financial assets**

The Association recognises an allowance for expected credit losses ("ECLs") for all debt instruments not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Association expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 30-days (a 30-days ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is recognised for credit losses expected over the remaining life of the exposure, irrespective of timing of the default (a lifetime ECL).

For trade receivables, the Association applies a simplified approach in calculating ECLs. Therefore, the Association does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Association has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

The Association considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Association may also consider a financial asset to be in default when internal or external information indicates that the Association is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Association. A financial asset is written off when there is reasonable expectation of recovering the contractual cash flows.

**2.13 Cash and cash equivalents**

Cash and cash equivalents comprise cash at bank, cash on hand and fixed deposits.

**2.14 Leases**Short-term leases and leases of low-value assets

The Association applies the short-term lease recognition exemption to its short-term leases of premises (i.e. those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

**3. Significant accounting judgements and estimates**

The preparation of the Association's financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities at the end of each reporting period. Uncertainty about these assumptions and estimates could result in outcomes that could require a material adjustment to the carrying amount of the asset or liability affected in the future periods. Management is of the opinion that there is no significant judgement made in applying accounting policies and no estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial period.

**4. Income tax expense**

No income tax payable has been made in the financial statement as there is no chargeable income for the financial year.

Relationship between tax expense and accounting surplus/(deficit)

A reconciliation between tax expense and the product of accounting surplus/(deficit) multiplied by the applicable corporate tax rate is as follows:

	2022 S\$	2021 S\$
(Deficit)/surplus before tax	(44,161)	65,403
Less: FRTC's surplus before tax	(266,780)	(214,098)
	<u>(310,941)</u>	<u>(148,695)</u>
Income tax expense at 17%	(52,860)	(25,278)
Income not subject to tax	(7,470)	25,278
Non-deductible expenses	60,330	-
Income tax expense recognised in statement of financial activities	<u>-</u>	<u>-</u>

FRTC is a charity registered under the Charities Act 1994 since 25 August 1994. By virtue of Section 13(1) of the Income Tax Act 1947, FRTC's income is exempted from tax.

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2022

## 5. Plant and equipment

	<u>Computers and software</u> S\$	<u>Furniture and fittings</u> S\$	<u>Office equipment</u> S\$	<u>Renovation</u> S\$	<u>Right-of-use asset</u> S\$	<u>Total</u> S\$
At cost:						
At 1 April 2020	31,505	28,091	68,163	832,922	-	960,681
Disposals/written off	-	(9,121)	(31,880)	(288,755)	-	(329,756)
Reclass	(5,919)	-	5,919	-	-	-
At 31 March 2021	25,586	18,970	42,202	544,167	-	630,925
Additions	27,000	-	3,546	38,084	9,208	77,838
At 31 March 2022	52,586	18,970	45,748	582,251	9,209	708,763
Accumulated depreciation:						
At 1 April 2020	23,599	9,827	50,834	430,348	-	514,608
Depreciation for the year	1,157	3,794	5,006	50,774	-	60,731
Disposals/written off	-	(6,033)	(31,880)	(288,755)	-	(326,668)
Reclass	(2,137)	-	2,137	-	-	-
At 31 March 2021	22,619	7,588	26,097	192,367	-	248,671
Depreciation for the year	2,538	3,794	4,460	54,283	2,046	67,121
At 31 March 2022	25,157	11,382	30,557	246,650	2,046	315,792
Net carrying amount:						
At 31 March 2022	27,429	7,588	15,191	335,601	7,163	392,971
At 31 March 2021	2,967	11,382	16,105	351,800	-	382,254

SINGAPORE ASSOCIATION OF SOCIAL WORKERS

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2022

6. Other receivables, deposits and prepayments

	<u>2022</u> S\$	<u>2021</u> S\$
Deposits	1,180	1,140
Grants receivable	112,818	37,015
Interest receivable	4,102	16,562
Prepayments	10,529	-
	<u>128,629</u>	<u>54,717</u>

7. Cash and cash equivalents

	<u>2022</u> S\$	<u>2021</u> S\$
Not restricted in use:		
Cash at bank	993,034	1,802,432
Cash on hand	400	400
Fixed deposits	2,352,112	1,592,271
	<u>3,345,546</u>	<u>3,395,103</u>

Fixed deposits are made for one year and earned interest ranged from 0.50% to 1.50% (2021: 1.10% to 1.40%) per annum.

8. Deferred capital grant

(a) Library fund

	<u>2022</u> S\$	<u>2021</u> S\$
Cost:		
Beginning and end of financial year	<u>30,420</u>	<u>30,420</u>
Accumulated amortisation:		
Beginning of financial year	12,250	6,307
Amortisation for the year	782	5,943
End of financial year	<u>13,032</u>	<u>12,250</u>
Carrying amount at end of financial year	<u>17,388</u>	<u>18,170</u>

On 17 June 2010, Family Resource and Training Centre (FRTC) received grant from Lee Foundation for the refurbishment and reorganisation of the FRTC's library. Out of this amount, S\$30,420 is to be utilised for capital expenditure relating to the refurbishment of the library.

SINGAPORE ASSOCIATION OF SOCIAL WORKERS

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2022

8. Deferred capital grant (Continued)

(b) VWOs-Charities Capability fund

	<u>2022</u> S\$	<u>2021</u> S\$
Cost:		
Beginning and end of financial year	<u>64,470</u>	<u>-</u>
Carrying amount at end of financial year	<u>64,470</u>	<u>-</u>

On 21 December 2021, Singapore Association of Social Workers entered agreement with National Council of Social Service (NCSS) for co-sharing the project known as Membership, Accreditation and Training (MAT) System Upgrade, subject to a maximum of S\$98,196 or 80% of the actual expenditure of the supported costs over the 12 months period from December 2021 to November 2022. There is new addition of 50% support on the 2<sup>nd</sup> and 3<sup>rd</sup> year of the project's recurrent costs, subject to maximum of S\$30,745 or 50% of the actual expenditure of the supported cost.

9. Lease liability

	<u>2022</u> S\$
Current	3,013
Non-current	4,272
	<u>7,285</u>

Amount recognised in profit and loss

	<u>2022</u> S\$
Depreciation of right-of-use-asset	2,046
Interest expense on lease liabilities	293
Total amount recognised in profit or loss	<u>2,339</u>

A reconciliation of lease liabilities arising from financing activities is as follows:

	<u>2022</u> S\$
At 1 April	-
Addition	9,208
Lease payment	(2,216)
Non-cash changes - accretion of interest	293
At 31 March	<u>7,285</u>



## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2022

## 10. Other payables and accruals

	2022 S\$	2021 S\$
Accruals	7,500	9,900
Deferred income	15,790	29,090
	<u>23,290</u>	<u>38,990</u>

## 11. Funds

## a) Unrestricted funds

This is general purpose fund to be used for non-specific purpose at the discretion of the Executive Committee in furtherance of the Association's objectives.

## b) Family Life Education Endowment fund

The fund was set-up to strengthen FRTC's training capabilities targeting at individuals and families until such training programmes become commercially viable on their own and are able to support other liabilities like providing research and resource materials.

## c) International Conference on Social Work in Health and Mental Health 2016 fund ("ICSW 2016 fund")

The Executive Committee had obtained the approval from respective sponsors and members to transfer the ICSW 2016 fund from restricted fund to SASW general fund, and the transfer was completed as at 21 February 2021.

This represents the funding received from sponsors including the Ministry of Health, Ministry of Social and Family Development, Children's Cancer Foundation, Kwan Im Thong Hood Cho Temple, Lee Foundation, Workforce Development Agency ("WDA"), Singapore Tourism Board, etc. as well as registration fees from participants to offset expenditure incurred by the Association for hosting the 8<sup>th</sup> International Conference on Social Work in Health and Mental Health from 19 to 23 June 2016 at University Town, National University of Singapore.

## d) Mavis Khoo Fund

This is a restricted fund set up in June 2000 with a donation of S\$239,901 from the Mavis Khoo fund. It was earmarked for training and research in rehabilitation and protection work. The use of the fund by the Centre must be approved by Ms Ang Bee Lian, then Director of Rehabilitation and Protection Division of the then Ministry of Community Development and Sports ("MCDS") and then Social Welfare Director of the Ministry of Social and Family Development ("MSF") and now Director-General of Social Welfare ("DGSW"). Since 2008, Ms Ang has approved the use of the fund for SASW to organise the Social Work Induction Camp for tertiary social work students once in two years. The purpose is to encourage them to join the profession upon graduation.

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2022

## 11. Funds (Continued)

## e) Ministry of Health - Supervision and professional networking sessions ("MOH - Supervision and PNS")

With grant from the Ministry of Health, the Association started to pilot projects for social workers in the intermediate and long-term care sector in 2012/2013. The projects consist of two distinct programmes, namely matching of social workers with external supervisors for social work supervision and conducting professional networking sessions for the continuing professional development of the sector.

## f) Ministry of Social and Family Development - Accreditation system fund ("MSF - Accreditation system fund")

In January 2009, the MSF gave approval to the Association to undertake the role of secretariat for the implementation of the accreditation system for social workers and social service practitioners. Upon the purview of the Social Work Accreditation and Advisory Board ("SWAAB") formed by MSF, the Association has been overseeing the management and administration of the accreditation system. Funding was received from MSF for an accreditation secretariat team to operate the accreditation process and to support programmes and research required by SWAAB.

## g) Ministry of Social and Family Development fund - Renovation fund ("MSF - Renovation fund")

On 25 November 2014, the Association received a grant of S\$67,500 from MSF for the office upkeep of the SWAAB whose secretariat is housed in the premises of the Association. The grant was given on the condition that the Association bear at least 10% of the total cost of renovation and that the Association complete the renovation by 31 March 2015. The renovation started in mid-December and was completed by mid-January 2015 which was well ahead of schedule. The total cost of renovation was approximately S\$88,000. Out of the amount, S\$67,500 was funded by the MSF, S\$10,210 was from the MSF - Accreditation system fund and the remaining of S\$3,790 was from the Association's general fund. The fund was fully amortised in financial year ended 31 March 2022.

## h) Ministry of Social and Family Development fund - Supervision programme fund ("MSF - Supervision programme fund")

The MSF - Supervision programme fund started with a grant of S\$100,000 from MSF on 5 April 2011. The aim of the grant is to fund 80% of the cost of external supervision for social workers in small voluntary welfare organisations ("VWOs"). It is a matching services provided by the Association.

## i) Pung Eng Huat memorial fund

The Pung Eng Huat memorial fund was set up to fund awards to the best social work students in any given year.

## j) Reserved fund

The reserved fund is where the surplus from previous training courses are held.

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 March 2022

## 11. Funds (Continued)

## k) SASW training (Jean Robertson Memorial) fund

The SASW training (Jean Robertson Memorial) fund was setup to sponsor seminars, conferences, study tours and training courses conducted locally as well as internationally which deemed to have specific relevance for the social work profession in Singapore.

## 12. Carrying amounts of financial assets and liabilities

The following table summarises the carrying amounts of financial assets and liabilities recorded at the end of the reporting year by FRS 109 categories:

	<u>2022</u>	<u>2021</u>
	S\$	S\$
<u>Financial assets</u>		
At amortised cost:		
- Trade receivables	16,541	38,462
- Other receivables and deposits	118,100	54,717
- Cash and cash equivalents	3,345,546	3,395,103
	<u>3,480,187</u>	<u>3,488,282</u>
<u>Financial liabilities</u>		
At amortised cost:		
- Trade payables	5,452	3,413
- Other payables and accruals	7,500	9,900
	<u>12,952</u>	<u>13,313</u>

*Fair values of financial instruments*

The carrying values of the current trade and other receivables and payables, deposits, cash and cash equivalents and accruals are reasonable approximations of fair values due to their short-term nature.

## 13. Events occurring after the reporting period

The global and Singapore economy is expected to be adversely impacted by the COVID-19 pandemic. The Association is cognizant of the challenges posed by the pandemic and the related impact to them carrying out their work as a professional association to promote social work and provide community and social services to the public, which constitute a significant part of its principal activities. The Association is continuously formulating action plans in response to the disruptions resulting from the pandemic, in a bid to minimise the impact on the Association's principal activities. As the situation is evolving, the full effect of the pandemic remains uncertain and cannot be ascertained as the date of this report.

This is the end of SASW Annual Report FY2021/2022.