



SINGAPORE ASSOCIATION OF SOCIAL WORKERS

Fifty-Fifth Annual General Meeting ("AGM") of the SINGAPORE ASSOCIATION OF SOCIAL WORKERS ("SASW") held on Friday, 29 August 2025, at 7pm at the Singapore Association of Social Workers, Blk 324, Clementi Avenue 5, #01-209, Singapore 120324.

MEMBERS PRESENT		
Life Members 1. Chia Lai Ying 2. Goh Soon Noi 3. Lee Geok Ling	Life Members 4. Lui Hah Wah Elena 5. Seng Boon Kheng 6. Florence Lim-Tan Guay Neo 7. Theresa Lee	
Ordinary Members 8. Agnes Chia 9. Alvin Chua Chye Huat 10. Amos Chua Wei Wen 11. Amran Bin Jamil 12. Benjamin Ho Chi Hao 13. Chan Whee Peng 14. Cheng Xiaolin Sophie 15. Ching Cheok Hui Nicodemus 16. Christine Wong Lai Kuan 17. Das Bridget Monica 18. Faezah Binte Sallimin 19. Fan Kam Tong Gilbert 20. Fang Xinwei 21. Ghoh Siew Ngeng Corinne 22. Goh Chiang Choo 23. Hayley Chau 24. Ignatius Pereira 25. Koh Tang En 26. Lam Kee Soon Andy 27. Lee Peiwen Pearlyn 28. Liang Ting Ting	Ordinary Members 29. Lim Chong Chee Bryan 30. Lim Shu Hui 31. Lim Teck Huat 32. Lim Wei Lin 33. Lin Liping Iris 34. Loh Chuan Yan Rachel 35. Loh Lik Shuen 36. Louisa Bielig 37. Luen Wai Sum Jenna 38. Manivannan Ponnusamy 39. Mardiana Binte Sabtu 40. Muzafar Muneer Bin Mustafa 41. Ng Beng Wee 42. Ng Chee Keong Vincent 43. Ng Tzer Wee 44. Nur Sahara Binte Kamsani 45. Ong Chee Khoon Chavez 46. Ong Pei Shih Priscilla 47. Oo Kok Leong 48. Phua Chun Yat 49. Quek Seok Bin 50. Ramasamy Ganesan	Ordinary Members 51. Sandra Loo Leong Swee 52. Sonia Oo Chieu Yin 53. Tan Boon Meng Roger 54. Tan Sheng Guo Jackson 55. Tan Sze Wee 56. Tan Wai Hong 57. Tan Yi Ying 58. Tan Yong Wei Eugene 59. Tan Zhiwei 60. Tay Hui Mei Cindy 61. Teo Poh Wah Mavis 62. Tian Ching Ching 63. Tok Kheng Leng 64. Troy Jack Thevathasan 65. Wong Liling 66. Yang Geok Foong 67. Yeo Si En Grace 68. Yum Sin Ting Student Member 69. Keith Lye Jun Hao
MEMBERS ABSENT WITH APOLOGIES		
Life Member who appointed a proxy 1. N.A.	Ordinary Members who appointed a proxy 1. Billy Loh Rong Shun 2. Chan Sio Phing Frieda 3. Chew Mei Mei Melissa 4. Chua Chye Thuan Jeffrey 5. Goh Yan Ling 6. Joan Fang Rouyue 7. Lee Seng Meng	8. Lim Boon Shine 9. Long Chey May 10. See Toh Huixia 11. Tan Pei Pei 12. Wong Ling Jiao Cerene 13. Wong Ying Li 14. Wong Yuh Ju Peace 15. Tan-Wu Mei Ling 16. Yeo Yul Chuan Benjamin

S/NO	Items
1	Commencement of AGM and Confirmation of Quorum
1.1	With the quorum met following more than 50 voting members in attendance, Ms Hayley Chau, Honorary Secretary, called the meeting to order at 7.00 pm. It was held physically with online electronic voting capabilities.
1.2	On behalf of the Executive Committee (Exco), Ms Chau welcomed all members present and thanked them for attending the 55th AGM. She informed that the session will be recorded for the purpose of preparing the minutes.
2	Welcome Address by President and President's Report
2.1	Ms Tan Sze Wee, President of SASW, extended a warm welcome to the members attending the 55th AGM and thanked everyone for their presence.
2.2	Ms Tan shared that when she first started as President of SASW, one of her priorities was developing strategies to advance SASW's four strategic goals. The Exco, the staff team and SASW members have contributed to make significant strides towards the strategic goals. Ms Tan highlighted notable milestones such as the following: i. Formation of the Mental Health Social Work Chapter Pro Tem Committee: This reflected a clear commitment to building pathways for practice and recognising the specialised roles of social workers. This brought together practitioners across diverse settings to collaborate, raise standards, and champion holistic mental health care. Its inaugural gathering was an energising start and demonstrated the potential of collective efforts. ii. 75th Anniversary of Medical Social Work in Singapore: SASW supported this event which brought together more than 400 professionals from the healthcare and community sectors to honour the legacy of the medical social work fraternity. The symposium highlighted the irreplaceable role of social workers in bridging health and community care systems. iii. Proposal for Mandatory Registration of Social Workers: As the contributions of social workers continue to grow in depth and complexity, the case for mandatory registration has strengthened. Registration is viewed not only as a regulatory mechanism but also as an affirmation of professional identity and a safeguard of the values guiding practice. In 2024, SASW formally submitted a proposal to the Social Work Accreditation and Advisory Board and the Ministry of Social and Family Development to initiate discussions on mandatory registration. This represents a critical step in anchoring the profession in recognised standards of practice, ethics, and accountability. Members' support will be sought in passing the resolution on the mandatory registration of social workers. iv. Operational Excellence and Governance Review: SASW has strengthened its focus on operational excellence, with both staff and Exco critically reviewing the relevance and effectiveness of existing structures, policies, and processes. This rigorous review has informed the set of constitutional changes proposed, aimed at modernising governance, enhancing efficiency, and better positioning SASW to meet the evolving needs of the profession and community.
2.3	Ms Tan expressed appreciation to the staff team for their resilience, dedication, and adaptability in navigating leadership transitions and sustaining the association's work over the past four years. She also acknowledged the resilience and support of Exco, which ensured that SASW's operations remained steady and progress was uninterrupted.

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2.4	Ms Tan announced that SASW has successfully garnered ExxonMobil's continued support for future social work awards with the cessation of MSF's funding of the Outstanding Social Worker Award. Members had actively participated in consultations during this period, providing valuable input on the need for new recognition frameworks that reflect the breadth and depth of social work contributions ranging from frontline practice to systems change and innovation. This support reflects both the value of the profession and the strength of SASW's partnerships.
2.5	Ms Tan reflected on the theme of Social Work Day 2025, " <i>Bridging Generations, Co-Creating Our Social Work Future Together</i> ", noting that the strength of the profession lies in its people across generations. She highlighted three essential elements: i. Wisdom and experience of seasoned practitioners, policy makers, and past Exco members, which have guided leadership and sustained the profession. ii. Passion, reflecting a blend of conviction from founding and mid-career members, and the fresh energy of younger generations, which drives innovation and continuity. iii. Hope, generated through collective effort, which inspires confidence in shaping the future of the profession.
2.6	In closing, Ms Tan emphasised that intergenerational wisdom and passion are the profession's greatest assets. She encouraged all members to actively contribute to building the future of SASW and social work, noting strong member participation in the event and calling for continued engagement and collaboration.
2.7	A video montage was played to showcase the various activities by SASW in the past year.
3	Confirmation of the Minutes of the 54th AGM held on 6 September 2024
3.1	Ms Chau confirmed that no amendments were received for the minutes of the 54th AGM when circulated to members and invited comments from those present.
3.2	Dr Lui Hah Wah Elena noted that her name was listed twice in the <i>Members Absent with Apologies</i> section.
3.3	Dr Goh Soon Noi noted that her name was listed under <i>Ordinary Members</i> instead of <i>Life Members</i> in the <i>Members Present</i> section.
3.4	Ms Theresa Lee raised the following amendments: i. Attendance List: Number 39 has a missing name. ii. Page 1, Item 1: 'Commencement of AGM and Confirmation of Quoram'. To amend 'Quoram' to 'Quorum'. iii. Page 4, Item 7.1: 'The Executive Committee recommended the re-appointment of Credo Assurance LLP as the auditor for FY2023/2024'. To amend 'FY2023/2024' to 'FY2024/2025'. iv. Page 4, Item 7.2: 'for financial year ending 31 March 2024'. To amend '31 March 2024' to '31 March 2025'. v. Page 4, Item 7.3: 'Ms Chau declared the re-appointment of Credo Assurance LLP to be SASW's auditor for FY2023/2024 accepted'. To amend 'FY2023/2024' to 'FY2024/2025'.
3.5	With no further amendments, Ms Florence Neo proposed the adoption of the minutes, and Mr Phua Chun Yat seconded the motion.
3.6	Ms Chau declared the minutes of the 54th AGM approved.

4	Honorary Treasurer's Report
4.1	Ms Bridget Das, Honorary Treasurer, presented the Treasurer's Report for the financial year ended 31 March 2025.
4.2	Ms Das updated that the financial statements for the year ended 31 March 2025 for the Singapore Association of Social Workers (SASW) and the Family Resource and Training Centre (FRTC) were audited by Credo Assurance LLP. The auditor's opinion was that the accompanying financial statements of SASW and FRTC were properly drawn up in accordance with the Societies Act, the Charities Act and the Financial Reporting Standards in Singapore. 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.
4.3	<u>Financial Highlights – Year-on-Year Group Income and Expenditure for FY2024/2025</u> Ms Das reported that Total Group Income for the year ending 31 March 2025 increased by \$307,633 (22%) compared to the previous year, reflecting stronger revenue performance. Total Group Expenditure (after tax) decreased by \$76,312 (5%). The year concluded with a healthy Group Surplus of \$311,614, demonstrating strong financial management and sustainability.
4.4	<u>SASW Year-on-Year Income</u> Total income increased by \$267,261, representing a robust 43% growth compared to the previous financial year. The major contributors to the increase were: i. MSF Fund: Income from the MSF Fund rose by \$292,050, increasing from \$425,584 to \$717,634. ii. Membership Fee Income: Grew by 9.6%, with revenue increasing from \$27,550 to \$30,205, marking a \$2,655 gain. iii. Other Income: Interest income was earned from fixed deposits placed with financial institutions, bearing interest rates ranging from 2.05% to 3.10% per annum.
4.5	<u>SASW Year-on-Year Expenditure</u> SASW's total expenditure (before tax) for the year ending 31 March 2025 decreased by \$174,554 (15%), from \$1,134,902 in the previous financial year to \$960,348 in the current year, reflecting a reduction in overall spending. The key factors contributing to the changes in expenditure were: i. Manpower Vacancy: Time needed to fill vacant positions of personnel resulted in lower manpower-related expenses, which was a key contributor to the overall reduction in total expenditure. ii. Programme Activity Continuity: Despite the manpower savings, programme-related events continued, with some areas experiencing increased spending to sustain or expand ongoing initiatives.
4.6	<u>FRTC Year-on-Year Income, Expenditure and Profit</u> Revenue for the year ending 31 March 2025 increased by \$40,372 (5%), rising from \$781,658 to \$822,030. Expenditure decreased by \$15,391 (3%), decreasing from \$450,899 to \$435,508, while surplus rose significantly by 16.8%, increasing from \$330,759 to \$386,522. The key contributing factor to this financial performance was that FRTC successfully launched and piloted customised training courses for corporate runs to social agencies and organisations during FY2024/2025, which contributed to the positive financial outcome.
5	Adoption of the Annual Report FY2024/2025 and Audited Financial Statements of Accounts for the Financial Year Ending 31 March 2025
5.1	Ms Chau referred members to the Annual Report and the Audited Financial Statements. Dr Goh Soon Noi proposed the adoption of the Annual Report and the Audited Financial Statements for SASW for the financial year ending 31 March 2025. Mr Alvin Chua seconded the adoption.

5.2	Ms Chau declared the Annual Report and the Audited Financial Statements for FY2024/2025 accepted.
6	Re-Appointment of Auditor
6.1	The Executive Committee recommended the re-appointment of Credo Assurance LLP as the auditor for FY2025/2026. As per the Code of Governance for Charities, there is a requirement for a change in auditor from FY2028/2029.
6.2	Ms Ng Tzer Wee proposed the re-appointment of Credo Assurance LLP as the auditor of accounts for SASW for the financial year ending 31 March 2026. Ms Lim Wei Lin seconded the proposal.
6.3	Ms Chau declared the re-appointment of Credo Assurance LLP to be SASW's auditor for FY2025/2026 accepted.
7	Approval of Proposed Amendments to the Constitution
7.1	Ms Chau explained that constitutional amendments require a two-thirds majority vote of eligible voting members namely Fellows, Life Members and Ordinary Members. The proposed amendments were circulated to members together with the Final Notice of AGM on 13 August 2025.
7.2	The amendments were proposed for two main reasons: i. Operationalisation of Membership Processes: To improve flexibility in managing memberships, including changing the term "entrance fee" to "administrative fee" to better reflect its purpose, and exploring a shift from financial year-based membership to anniversary-date membership, similar to the accreditation system. ii. Alignment of Constitution with Current Processes of Social Work Accreditation: A significant portion of the amendments are necessary to align our Constitution with the current processes of social work accreditation, which has been under the purview of the Ministry of Social and Family Development (MSF) and Social Work Accreditation and Advisory Board (SWAAB) since 2009. This clarifies the distinct roles between SASW and SWAAB in matters of professional conduct and discipline.
7.3	Ms Theresa Lee highlighted that if the term "<i>entrance fee</i>" is to be replaced by "<i>administrative fee</i>", corresponding amendments should be made in the Constitution: i. Clause 6 heading to read "<i>Administrative Fee and Subscription</i>". ii. Clause 6.1 to read "<i>The following rates of administrative fee and subscription shall be paid by members.</i>"
7.4	Ms Lee also suggested that, under 'Reasons for Amendments' for Clause 8.5(b)(ii), the words 'To reword the clause' be added at beginning of the sentence to be read as 'To reword the clause as the clause is more appropriately addressed through internal operational guidelines or procedures, rather than being embedded in the Constitution.'
7.5	A two-thirds majority was achieved, with 81 members voting 'Yes' electronically on the proposed amendments to the Constitution.
8	Resolution on the Mandatory Registration of Social Workers
8.1	Mr Chan Whee Peng, Chair of the Training and Professional Development Committee, presented the proposal to seek members' mandate to engage the Ministry of Social and Family Development (MSF) on introducing mandatory registration of social workers in Singapore.

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8.2	This initiative aims to enhance the current voluntary accreditation system, which has been in place since 2009 and now includes more than 2,000 registered social workers.
8.3	Mr Chan outlined several limitations of the existing framework: i. The term <i>social worker</i> is not legally regulated, allowing unregistered individuals to use the title. ii. Accreditation remains voluntary, leaving some practitioners outside the registry and beyond regulatory oversight. iii. The current system lacks the backing of law, limiting enforcement against serious infringements.
8.4	The proposed change would begin with regulating the use of the title <i>social worker</i> , allowing only qualified and accredited individuals to use it. This framework would also allow for future consideration of regulating social work practice itself.
8.5	Key considerations highlighted included: i. Protecting vulnerable persons in the community. ii. Ensuring accountability to the profession through ethical standards. iii. Raising professional standards systematically. iv. Addressing concerns around manpower supply, legal liability and accreditation costs.
8.6	Mr Chan informed that consultations had been conducted with chapter leaders, the MSW panel and the wider fraternity. A large-scale survey of 370 respondents indicated overwhelming support, and a recent supervision seminar poll showed 86% agreement for mandatory registration. Members were informed that SASW will continue engaging MSF and stakeholders to refine the framework and implementation details.
8.7	Mr Fang Xinwei enquired about the approach should the Ministry propose a higher tier of regulation. Mr Chan clarified that SASW would continue consultations with the fraternity to ensure the profession's readiness, while maintaining accreditation standards aligned with international practice.
8.8	Ms Lim Shu Hui raised concerns on the new framework for individuals currently not practising social work. Mr Chan explained that for the accreditation framework to be meaningful in ensuring professional standards, it would need to have a mechanism to ensure currency of returning practitioners after a period of absence.
8.9	Dr Goh Soon Noi queried whether regulating social work practice would be pursued. Mr Chan clarified that SASW is proposing to begin with regulating the <i>title</i> of social worker. Regulation of practice is more complex, as it requires defining <i>social work practice</i> , which may not be feasible at this stage. However, the proposal was for the framework to be designed to allow for future expansion if needed.
8.10	Dr Vincent Ng thanked the team for the extensive stakeholder engagement and noted that the results showed strong support for safeguards in the practice of social work. He asked if the current proposal was for <i>mandatory accreditation</i> . Mr Chan clarified that the proposal was for <i>mandatory registration</i> of social workers, backed by legislation. He acknowledged that the terms "licensing" and "registration" were often used interchangeably, hence the decision to frame the proposal specifically as 'mandatory registration backed by legislation'.
8.11	Ms Agnes Chia expressed concern that individuals who did not renew their voluntary registration could continue practising, creating risks of misconduct and lack of accountability. She supported

	commencing with title protection (Level 1 regulation) as a pragmatic first step within the next two to three years, before progressing towards broader regulation of practice.
8.12	Ms Ng Tzer Wee queried if committing to regulation now would require defining practices such as case management, including who could perform them and whether qualifications were needed. Mr Chan responded that defining social work practice at this stage would be complex. Instead, the regulatory framework should allow flexibility to incorporate such definitions in the future as the profession matures.
8.13	Ms Corinne Ghoh suggested that the framework could also consider recognition of <i>advanced practice social workers</i> , similar to provisions in the Nurses and Midwives Act, where clinical hours and practice criteria uphold higher levels of professional recognition. Mr Chan acknowledged the suggestion and noted it could be explored as part of the proposal. He emphasised that the current resolution sought only a mandate for direction, with details to be refined later.
8.14	Ms Koh Tang En expressed concern that licensing models overseas often required additional exams and practice hours, which could delay professional independence. The member asked how this would apply in Singapore. Mr Chan explained that the current accreditation had laid a good foundation with standards comparable with international standards for accrediting social workers. The proposal, first and foremost, is to make accreditation mandatory. There might not be a need to raise the standards drastically. However, Ms Koh might be referring to licensing of clinical social work in some countries. This would be a different proposal.
8.15	Ms Yang Geok Foong proposed to mandate all three levels of professional regulation (Title Control Level, Practice Restriction Level and Employment Requirement Level).
8.16	Ms Chia Lai Ying cautioned against creating overly high barriers to entry, which could make the profession inaccessible. She stressed the importance of a progressive approach.
8.17	A simple majority was achieved through electronic voting, with 76 members voting “Yes”, three members voting “No”, and four members not casting their votes. In summary, the resolution was passed by a majority vote of members present to support SASW engaging MSF and other stakeholders on introducing mandatory registration of social workers in Singapore.
9	Election of New Executive Committee for Term of Office 2025-2027
9.1	Ms Chau shared that nominations were open for the following positions: President; Vice-President; Honorary Secretary; Honorary Assistant Secretary; Honorary Treasurer; and Chairs of Finance, Publications, Membership and Registration, Public Relations and Training and Professional Development for the term of office 2025-2027.
9.2	SASW had received one nomination each for the following positions which were not contested. These were nominations for 1) President: Mr Chan Whee Peng 2) Vice President: Mr Phua Chun Yat 3) Honorary Treasurer: Mr Alvin Tan Wai Hong 4) Honorary Secretary: Ms Hayley Chau Yoke Chui 5) Honorary Assistant Secretary: Ms Wong Liling 6) Chair, Finance Standing Committee: Mr Yeo Yul Chuan Benjamin 7) Chair, Membership and Registration Standing Committee: Ms Lin Liping Iris 8) Chair, Public Relations Standing Committee: Ms Yeow Ming Zhen 9) Chair, Publications Standing Committee: Dr Lim Teck Huat Nicodemus

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9.3	Two nominations were received for the position of Chair, Training & Professional Development Standing Committee, for which voting would be carried out. Ms Lilian Ong Lee Lian had earlier prepared a short video speech to be screened as she was unable to attend the AGM due to conflicting schedules. Ms Bridget Das delivered a short speech.
9.4	Following electronic voting, Ms Das received 57 votes and Ms Ong received 25 votes. Ms Chau declared Ms Das as the elected Chair of Training & Professional Development Standing Committee for the new term of office.
9.5	Dr Seng Boon Kheng proposed the acceptance of the new Executive Committee for the term of office for 2025-2027 and Mr Andy Lam seconded it.
9.6	Ms Chau declared that all nominees introduced for the Executive Committee posts have been successfully elected for the new term of office.
10	Conferment of Fellowship
10.1	Ms Chau explained that the Constitution has a provision for SASW to confer the title of “Fellow” on any person who qualifies to be a Life or Ordinary Member, and who has rendered outstanding service to the profession.
10.2	The process of conferment requires a petition to be signed by at least 20 eligible members, and the petition shall be lodged with the Honorary Secretary at least 30 days before the AGM. Any such proposal for the conferment of fellows shall meet with the approval, by secret ballot, of not less than a two-thirds majority vote of eligible voting members present at the AGM.
10.3	The petitions to confer the title “Fellow” on the following individuals have been duly signed and their citations were circulated to all members on 13 August 2025 together with the Final Notice of the AGM. 1) Ms Ang Bee Lian 2) Dr Fan Kam Tong Gilbert 3) Ms Tina Hung 4) Professor Seng Boon Kheng Mr Chan Whee Peng presented their citations. These were previously circulated via email to members.
10.4	Ms Chau announced that all four individuals had received more than two-thirds majority votes and were successfully conferred as fellows of SASW.
11	SASW Long Service Awards for Volunteers
11.1	Ms Chau shared that SASW wished to acknowledge and thank volunteers for their active contributions to the association through the Long Service Awards. The following individuals received the Long Service Awards for their contributions to SASW: <u>Ten years of service</u> • Ms Joan Fang Rouyue (award presented in absentia) • Ms Ho Lai Peng (award presented in absentia) • Ms Lim Shili Geraldine (award presented in absentia) • Ms Wong Liling • Ms Yum Sin Ting

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	<u>Five years of service</u> • Mr Elisha Paul Teo Chien Woon (award presented in absentia) • Mr Fang Xinwei • Ms Fatima Zahida (award presented in absentia) • Ms Koh Tang En • Ms Lilian Ong Lee Lian (award presented in absentia) • Mr Tan Yong Wei Eugene
12	Any Other Issues Raised by Members
12.1	SASW had received the following item from an Ordinary Member, Ms Frieda Chan: Ms Chan proposed for SASW to conduct a study on social workers' awareness of professional indemnity needs, including reliance on employer coverage and interest in group insurance options, to inform future actions.
12.2	SASW has taken note of this and the Exco will look into this as part of its planning for mandatory registration. SASW thanked Ms Frieda Chan for surfacing the suggestion.
13	Closing Speech by Incoming SASW President
13.1	Mr Chan thanked all members present for their strong support of the agenda items discussed. He extended appreciation to Ms Tan for her steady leadership, and the Exco team who had agreed to continue serving, for their commitment to ensuring continuity. He affirmed that the incoming Exco, together with the immediate past President, Ms Tan, would work to strengthen support for social workers and raise professional standards.
13.2	As there were no other matters, Mr Chan declared the 55th Annual General Meeting closed at 9.10pm.

Vetted By: 	Approved By: 
Ms Hayley Chau Yoke Chui Honorary Secretary Executive Committee 2023-2025	Ms Tan Sze Wee President Executive Committee 2023-2025