



Celebrating Yesterday, Imagining Tomorrow

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Annual Report 2023/2024





Our Purpose

SPD is a charity set up in 1964 with the aim of helping people with disabilities or those who may develop disabling conditions to integrate into mainstream society. We remain committed to enabling them to be a part of the community and not apart from it.

Who We Serve

A pioneer in serving persons with physical disabilities, today our services cater to children and youth with developmental needs requiring early intervention and educational support, adults with varying congenital and acquired disabilities or at risk of developing disabling conditions who are seeking employment and independence, and the elderly who aim to be self-reliant through rehabilitation and day care.



Our Mission

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

Our Vision

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

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Message from President



SPD has come a long way since its inception in 1964 when it was set up to help persons with physical disabilities integrate into mainstream society.

Over the last six decades, we have continuously evolved to stay relevant, and grown to become one of the oldest and largest social service agencies in Singapore.

Today, our work in over 20 programmes and services has, in recent years, impacted 11,000 persons with disabilities or those who may develop disabling conditions. And this number is set to grow as we gear up to deliver more care services to our communities.

2024 marks SPD's 60th anniversary. This is a significant occasion that we hope to commemorate with pride and gratitude. At the threshold of a new phase of growth, we have been appointed to operate new programmes that support the Government's national agenda.

Post-18 support continues to drive demand for various services across our sector. We have been building our staff capabilities and reviewing how we can run our programmes better. This is crucial if we are to serve a more diverse profile of beneficiaries effectively, especially with the prevalence of autism spectrum disorder, in programmes such as our Day Activity Centre, employment support and training continuum and the Enabling Services Hub.

Fostering collaborations and partnerships with like-minded individuals and organisations is a

key approach to our community engagement strategy. This stems from our belief that it takes the whole village to raise a child, and in this case, the collective effort of every Singaporean to realise a truly inclusive society.

Therefore, I am deeply grateful to everyone who has embarked on this remarkable journey with us and contributed to our cause. Your unwavering support has enabled us to continue our vital work, touching lives and making a difference where it matters.

I wish to extend my heartfelt appreciation to SPD staff and my colleagues on the SPD Board of Management and Board committee members for your hard work, leadership and passion. To our clients and their families, you are the centre of everything we do.

Thank you.

Ong Toon Hui
President



Message from CEO

All of SPD's work anchors on our shared belief that persons with disabilities and those with disabling conditions should be given equal footing in a society that they are equally a part of. Our vision of an inclusive society has not changed in the last 60 years since SPD was set up, and it remains a driving force in what we set out to do today.

In FY2023/2024, we made good progress in meeting our strategic goals of becoming a trusted partner, an innovative and enterprising organisation, an inclusion champion, and the go-to organisation for physical disabilities. Above all, we ignited hope and made a difference to 11,000 persons with disabilities and their families.

More than 1,400 young children received early intervention support and more will be served in the coming year when we start operating two more EIPIIC centres.

Employment of persons with disabilities is a key focus of the Enabling Masterplan 2030. Our partnership with SG Enable, SPED schools and other social service agencies yielded encouraging results in this area. We placed 180 in open employment, and more than 130 were provided sheltered or supported employment.

We empowered 1,900 caregivers through workshops, resources and support groups. The Little Seeds Programme, borne out of our pioneering spirit to meet a service need, was offered to over 100 children and caregivers on our EIPIIC waitlist. The Take-A-Break programme received overwhelming response from caregivers, serving 60 instead of the targeted 50.

Sparks of innovation were evident in the launch of a supported employment model in school setting and a talent attraction and retention scheme, as well as leveraging of community assets to support our activities.

We built communities of advocates and empowered them to advance our cause. To date, we have 16 SPD Inclusion Champions comprising clients and caregivers. In the year, about 540 educators were trained to work with students with disabilities, and over 250 pre-school Inclusion Coordinators supported through two Communities of Practice sessions.

We regrouped our rehabilitation programmes to align with national rehab strategies. SPD@Toa Payoh



will be operating as a senior care centre (SCC), adding to two more new SCCs to be opened in the next financial year. While we grow our specialisation in supporting patients with stroke, spinal cord and head injuries, we are also ramping up our work in preventive care. The goal is to delay the development of disabling conditions and increase the patients' participation in the community.

Commissioned by the National Council of Social Service, a post-transformation assessment of our Organisational Development Journey between 2019 and 2023 revealed key improvements in the Process, Knowledge and People domains. These findings affirmed the professionalism, dedication and commitment that our staff bring to their work every day.

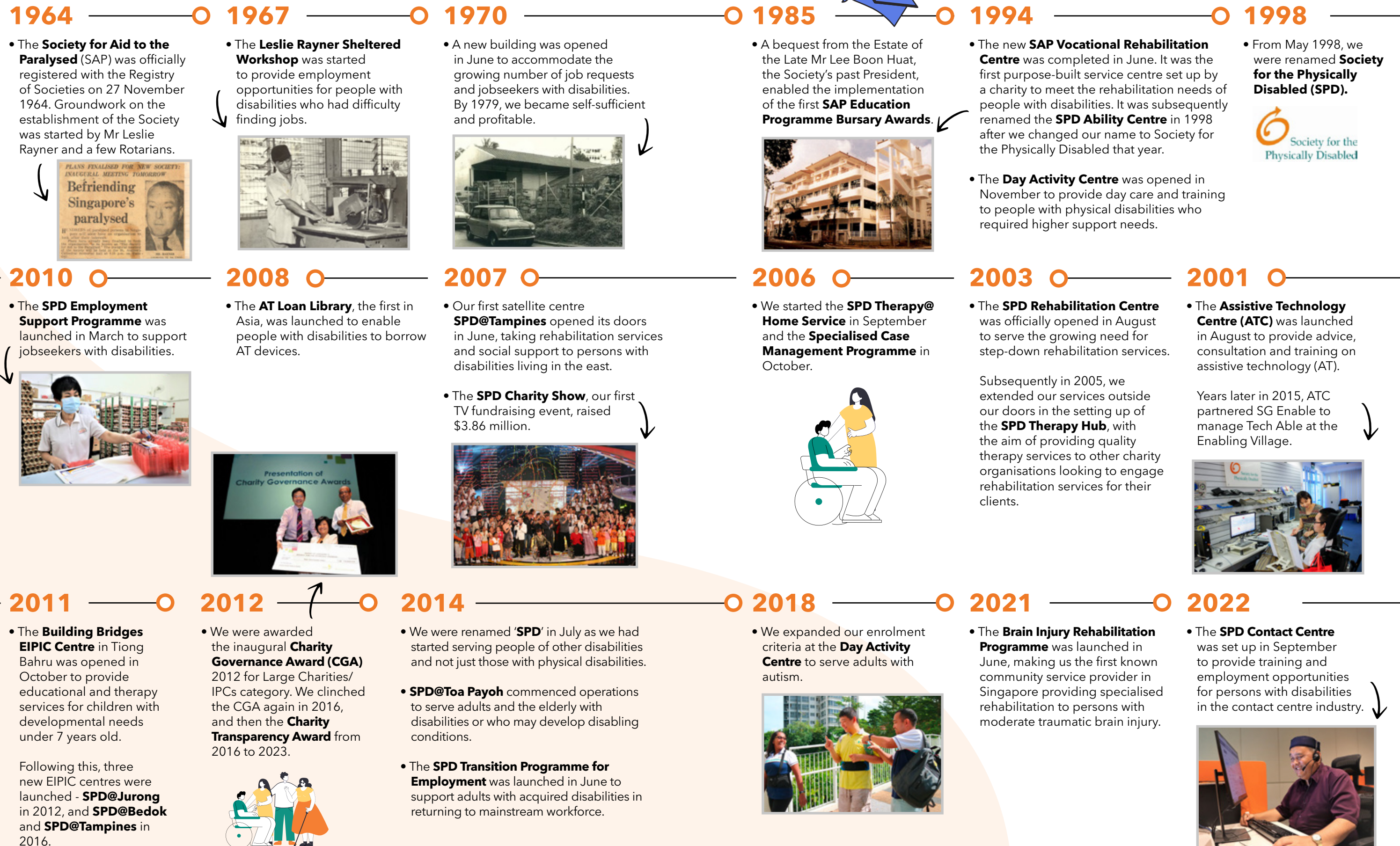
Even as SPD expands in staff strength, we will always be united by our SPD identity that is shaped by our shared vision and core values. The SPD core values – Commitment, Professionalism, Partnership, Openness and Agility – were refreshed in May 2023 and will guide us as we operate in a highly complex and multi-faceted environment.

My heartfelt appreciation to all my SPD colleagues, steadfast allies and supporters whose belief in our mission has empowered us to push boundaries and make strides forward. We warmly welcome you to be part of our journey as we step into the next chapter of progress.

Abhimanyau Pal
Chief Executive Officer



Our Milestones



Lives We Touched



“ I started my journey in handcrafting journals at SPD in 2001. It has been 23 years since then and today, my colleagues are like family to me. We have been through many ups and downs together. I am grateful that I have been given the opportunity to learn new skills, from hotstamping to knowing how to delegate work to the team. My hard work has also been recognised through promotions. I’m also thankful that SPD also looks after me outside of work, such as helping me with financial assistance when I needed a new wheelchair. I am glad to be part of the SPD team! ”



Mdm Png Siew Lan, craftsperson at SPD Sheltered Workshop



“ When I first came to SPD’s Transition to Employment (TTE) programme, my two goals were to regain independence and to secure a job. The warm and friendly greetings from all the therapists and staff at TTE really helped brighten my days. With the help of the staff at TTE, I was able to secure a home-based part-time job with a local bank. I am now working on strengthening my core and upper body and am hopeful that I will be able to bring my wheelchair in and out of my car independently in the near future. Let’s not take our disability as daily suffering but a chance for a new normal! ”



Mr Tan Hung Bak, a spinal cord injury survivor and TTE client, now an SPD Inclusion Champion



“ I chose to volunteer at SPD because I wanted to make a meaningful impact and help those in need. However, through my volunteering experience, I learned that the beneficiaries had helped me more than the support that I provided for them. They taught me about looking at life from different perspectives and being resilient in the face of adversities. My most memorable experience would be the Day Activity Centre camp a few years ago that my fellow volunteers and I helped to organise. Witnessing how our beneficiaries embraced the challenges and enjoyed themselves despite the obstacles they faced, and the commitment and passion exhibited by the SPD staff in caring for them, is truly a heartwarming experience. ”



Ms Low Su Juan, volunteer at SPD with volunteer group Freedom Adventure Club (FAC) since 2012



“ Phillips 66 is honored to be a corporate sponsor of SPD for the last decade. Supporting this cause has been strongly in line with our commitment to share our Good Energy; to create an inclusive society in the environment where our employees live and work. We are also thankful for the opportunities to take part in SPD’s events and look to strengthen our continued partnership. ”



Ms Kristen D. Williams, Finance and Commercial Integration Manager, Phillips 66



“ When Harith was enrolled in EIPIC at SPD@Jurong at two years old, he could not communicate and did not have eye contact with anyone. Over the years, the SPD@Jurong team worked tirelessly to help Harith develop. Harith graduated from EIPIC earlier this year and we are happy to share that he can now make simple requests and could follow our lead in functional actions such as brushing his teeth. We are thankful and would like to commend the professionalism, patience and commitment of all the teachers, therapists and social workers at SPD. Keep up the good work! ”



Mr Loqman Hakeem, father of SPD@Jurong graduate, Muhammad Sya-Airillah Harith Bin Loqman Hakeem



“ My journey with SPD started 21 years ago when I was deciding on an organisation to donate to. I had taken a wrong turn somewhere in Tiong Bahru and coincidentally drove up to the SPD Ability Centre at Peng Nguan Street. I called them up to find out more about the donation process and have been donating to them ever since, even in the ten years that I was overseas as an expatriate. When I moved back to Singapore in 2016 and settled in my current residence at Kim Keat Link, I found that SPD@Toa Payoh was just located at the foot of my block! This makes me feel that SPD and I are destined to be together. It warms my heart seeing how SPD’s staff care for the old folks at the centre every day. I’m happy with what SPD is doing and will continue to support them! ”



Mr Thomas Wong, regular donor to SPD since 2003

Highlights of the Year

SPD was conferred the **Charity Transparency Award** for the sixth consecutive year since the Charity Council introduced it in 2016.



Together with SG Enable, Institute of Technical Education (ITE) and the five local polytechnics, SPD co-organised the **Empowering Inclusivity for Workplace & Workforce Conference** held at ITE College Central on 16 November 2023. Aimed at promoting greater inclusion at workplaces and helping students with educational needs transit successfully into the workforce, the conference was attended by over 360 participants comprising employers, educators and allied health professionals and social service partners.



The **first Enabling Services Hub**, operated by SPD, was officially launched by Minister for Social and Family Development Mr Masagos Zulkifli at Tampines West Community Club on 14 August 2023. The hub aims to develop a stronger ecosystem of support for people with disabilities.



Keppel renewed their commitment with a **\$1 million** donation over three years to support the running of the **SPD Sheltered Workshop** and new senior care centre, **SPD@Canberra**.

Equipped with dementia-friendly facilities, **SPD@Toa Payoh** was approved by the Ministry of Health to operate as a **senior care centre**.



Singapore Airlines donated **\$1.3 million** for the purchase of wheelchair-accessible vehicles and to provide **transport subsidies** for our day care clients.

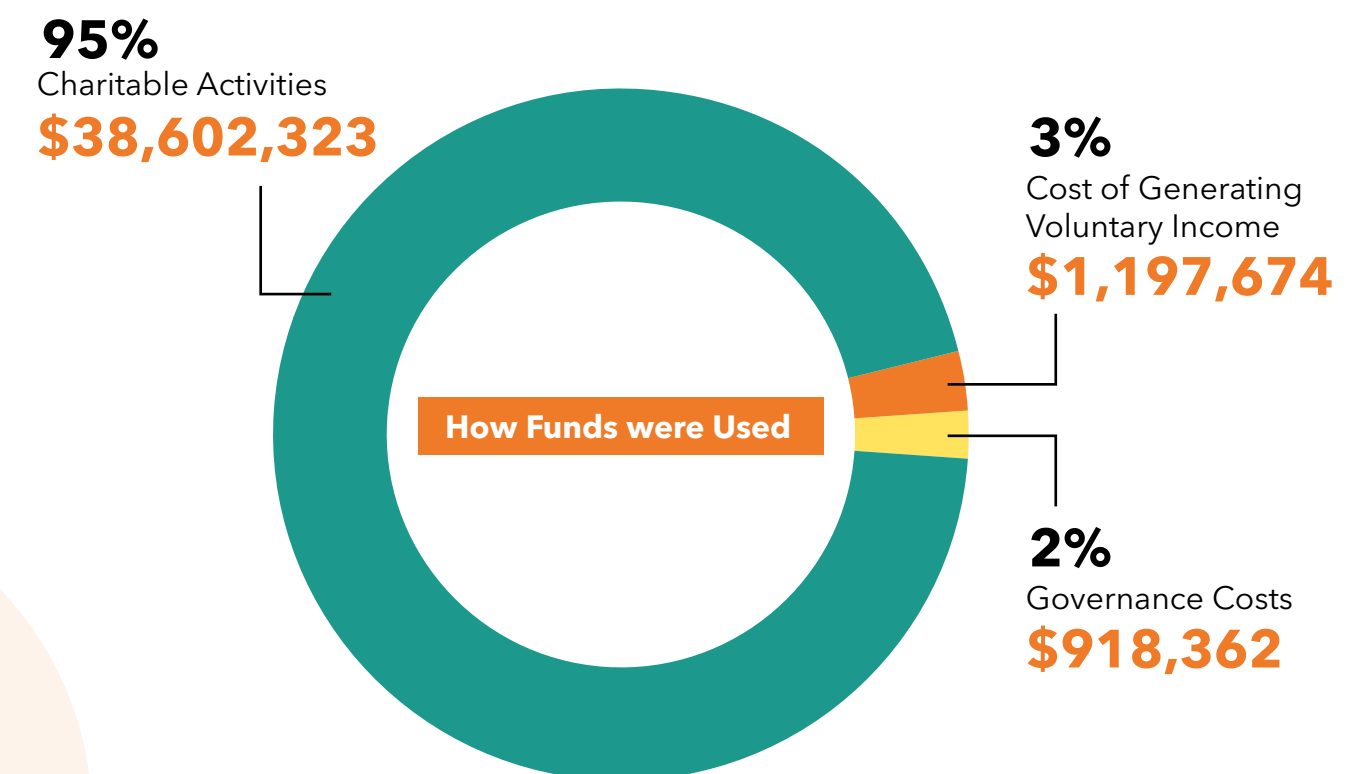
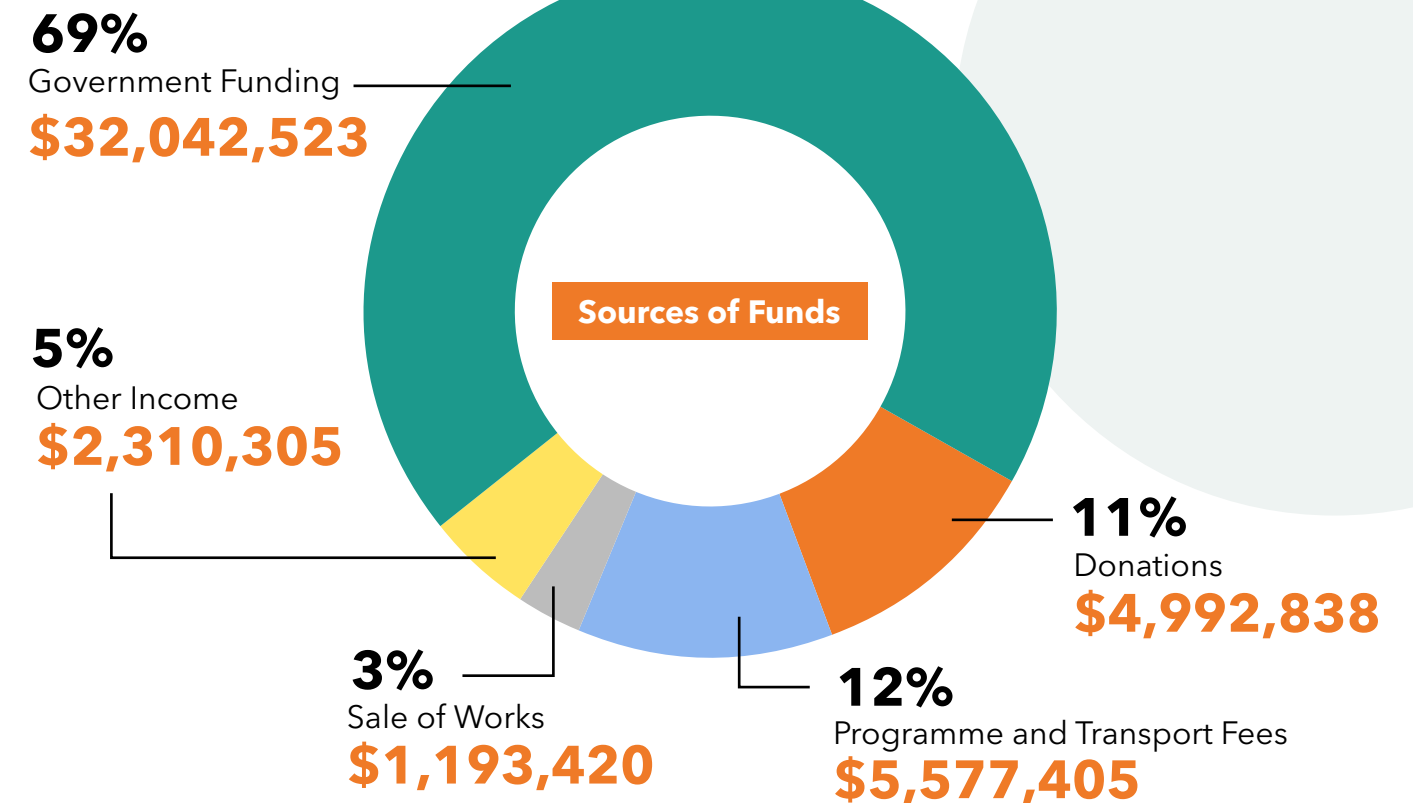
Figures at a Glance



*based on service counts

Fund Sources and Usage

In FY2023/2024, we received **\$46.1 million** which went towards programmes and services for **11,300** persons with disabilities or who may develop disabling conditions.



1

Levelling the Playing Field for All Children

Our early intervention professionals work with children with developmental needs in our EIPIC Centres or their pre-schools to help them achieve every important milestone in their growing up years. Services include **EIPIC Under-2s**, **EIPIC@Centre**, **Development Support-Learning Support** and **Development Support Plus (DS-Plus)**.

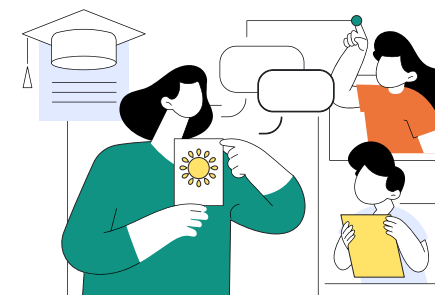


EIPIC teacher Ismawati
Binte Selamat with
Mohammad Sharif

Early Intervention Programme for Infants and Children (EIPIC)

Tailored for children under 7 years old, EIPIC aims to enhance and maximise the developmental growth potential of children with developmental needs, as well as minimise the development of secondary disabilities, by equipping them with functional skills.

Highlights



- The **Little Buddies** and **SibLinks programme** piloted at **SPD@Jurong** and **SPD@Tampines**, offered **17** children a deeper understanding of their siblings' needs and opportunities to engage in activities together.



- Established ongoing partnerships with pre-schools to engage in reciprocal planning of joint activities such as celebrations, storytelling sessions, and case studies sharing. These activities enhance children's interactions across diverse needs.

- The **Little SEEDS programme** served **103** children and caregivers on the EIPIC waitlist.



Diagnostic Profile

32%

Global developmental delay

53%

Autism spectrum disorder

15%

Others*

*includes cerebral palsy, speech and language difficulties etc



755

children served at our four Building Bridges EIPIC Centres, a 4% increase from last year

Collectively, all 4 centres operated at full capacity

70 children advanced to mainstream primary schools

98 children progressed to special education schools

Achieving developmental milestones, one step at a time



Idris Athmar Bin Muhammad Alif, 2

Diagnosed with a chronic lung disease and macrocephaly, Idris faced a challenging start in life. The older of a pair of twins, Idris was unable to crawl, walk, and roll over. He was also unable to express himself verbally.

Determined to provide him with the best support, Idris' parents enrolled him into the **EIPIC Under 2's** programme at **SPD@Bedok** in February 2023. Committed to his development, his mother Mdm Baizurah opted to work part-time so that she could attend every EIPIC session and pick up skills to take better care of him at home.

The work of the EIPIC team impacted Idris' life greatly. Now, he is able to walk independently and express himself with short phrases. Formerly a timid boy, Idris shows confidence when he plays or communicates with his peers and others today.

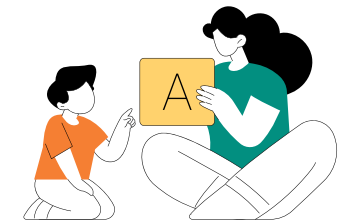
He has progressed to attending the EIPIC sessions at the centre where he continues to overcome challenges with determination. Idris is improving in his motor skills through the obstacle courses and outdoor walk activities, while enjoying the social interactions at the centre.

Development Support-Learning Support (DS-LS)

Introduced in 2011, **DS-LS** provides on-site intervention and learning support to pre-schoolers who require low levels of early intervention support in mainstream kindergartens and childcare centres.

Highlights

- 2 online seminars and 2 learning circles run for 256 Inclusion Coordinators who benefited from monthly resource sharing on SPD's online learning platform.
- Senior learning support educators Nor Jannah Binte Muhammad Sabri and Yap Wai Ching honoured with the **Outstanding Early Intervention Professional Award 2023** by the **Early Childhood Development Agency**.



676

therapy packages and

36

learning support packages provided at 330 pre-schools

Leaping in confidence



Macarius Gue, 5

Macarius is a vibrant child who loves art and watching television. However, he struggled to stay focused in class and often sought reassurance from his teachers. He was also observed to be holding his pencil or spoon in an inefficient manner, and required support in performing gross motor activities such as jumping and landing on both feet.

Macarius started receiving support under the **DS-LS programme** at his pre-school in January 2024. The weekly sessions were aimed at improving his fine motor skills, handwriting, scissors skills, and gross motor skills. Macarius struggled initially and required more breaks, physical support and prompts during activities. Throughout the therapy package, SPD's professionals worked closely with his teachers and mother to share strategies and to give feedback on his progress.

Within a short time, Macarius achieved all his goals. Now, he does writing and cutting tasks with proper positioning, and demonstrates improved gross motor skills.

Macarius is now thriving both academically and emotionally.

2

Empowering the Next Generation

Education is an important social leveller, and every child deserves an equal opportunity to access a good education, enabling them to realise their potential and pursue their aspirations. We offer a holistic support system to students through bursaries, scholarships, case management and befriending services.

Recipients of the Asia Pacific Breweries Foundation Scholarship for Persons with Disabilities 2023 (clockwise from left) Marcus Lim, Bjorn Ng, Magdelene Tong and Aaron Sim.



63 bursary recipients and **12** scholarship holders received **\$210,350** in educational support from the NatSteel-SPD Education Programme Bursary Awards and the Asia Pacific Breweries (APB) Foundation Scholarship for Persons with Disabilities.

2

youths were awarded the NatSteel-SPD Empowerment Award.

A helping hand to realise her potential and aspirations

Enya Wong, 21

Enya was born with spastic diplegia, a condition which affects her walking, as well as desmoid tumour for which she required frequent surgeries that caused financial strain on her family. Her mother is a homemaker and the main caregiver to Enya and her two younger sisters, who also have disabilities. The family is supported financially by Enya's father, a former taxi driver who became a part-time private-hire driver due to poor health.



Having been supported by the **NatSteel-SPD Education Programme Bursary Awards** since 2017, Enya was able to concentrate on her studies from secondary school through to her graduation from Higher NITEC at the Institute of Technical Education in 2022.

Enya is working towards her dream of becoming a television or social media story writer with the support of the **NatSteel Empowerment Award**. A media and communications student, Enya has signed up for courses to improve her writing skills, with guidance from mentors from NatSteel.

Giving back

Elliot Teng, 24

When he was 2, Elliot was diagnosed with moderate hearing loss in both ears. His condition has since deteriorated to a severe-profound level, making him fully dependent on his hearing aids to hear.

Even so, the aspiring lawyer's list of personal achievements and contributions to the community is impressive. He interned at small to large legal firms dealing mostly in civil and criminal matters, embarked on a mission trip to Africa for three months, brought disability awareness to schools and parent support groups in hospitals, and represented Singapore at the World Federation of the Deaf Youth Section Junior Camp, to name a few.

Elliot was awarded the **APB Foundation Scholarship for Persons with Disabilities** in 2020 for his stellar academic performance and contributions to the community. Now in his final year of study at the Singapore Management University, Elliot hopes to specialise in international law or criminal law where he would be able to use his expertise to serve the community. He also hopes to be an advocate for persons with disabilities.



3

Empowering Lives with Financial Independence

Employment empowers persons with disabilities to be socially connected and enables them to exercise their talents and achieve life goals. We provide persons with disabilities with a continuum of employment support and training in supported, sheltered and open employment settings, and the necessary knowledge and support to employers in their inclusive hiring efforts.

Employment Support Programme (ESP)

The ESP was launched in 2010 to help persons with physical and sensory disabilities secure open employment through an employment continuum model that seeks the best outcome for their training and job placement.

Through the **Intensive Supported Employment Programme (ISEP)**, we also

provide guidance to jobseekers with disabilities who are less job-ready due to limitations resulting from their conditions. We collaborate with industry partners to provide training at the actual workplaces to prepare the trainees for workplace adaptation and to inculcate healthy work habits.

Highlights

- 45 jobseekers completed Level 1 training.
- Development of Level 2 training curriculum started.

180

clients placed in open employment, **14%** more than last year

117

employers hired our clients

45

vocational training sessions conducted

68

training places offered under the training and employment continuum

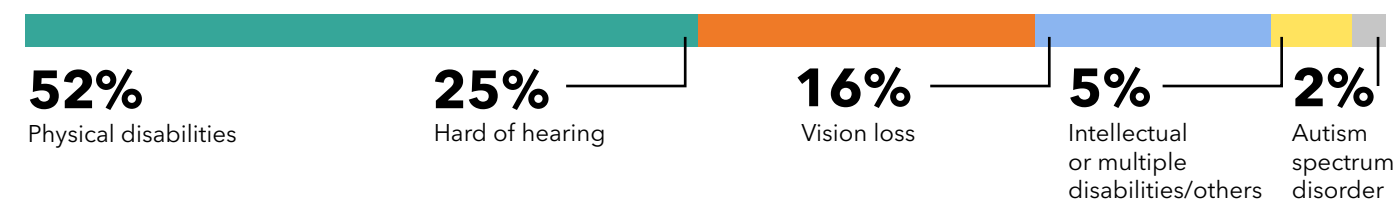
428

jobseekers with disabilities supported, a **3%** increase from last year

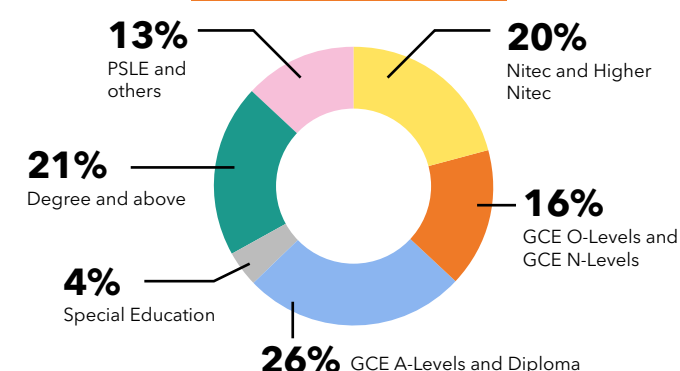
261

training places in functional and soft skills training provided to increase the employability of **110** trainees

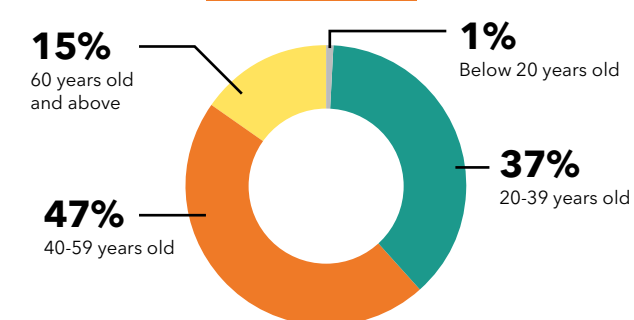
Diagnostic Profile



Educational Level



Age



SPD F&B enclave supervisor Jessica Wong, who is deaf, signs 'thank you' to a student.

○ Rediscovering joy through upskilling



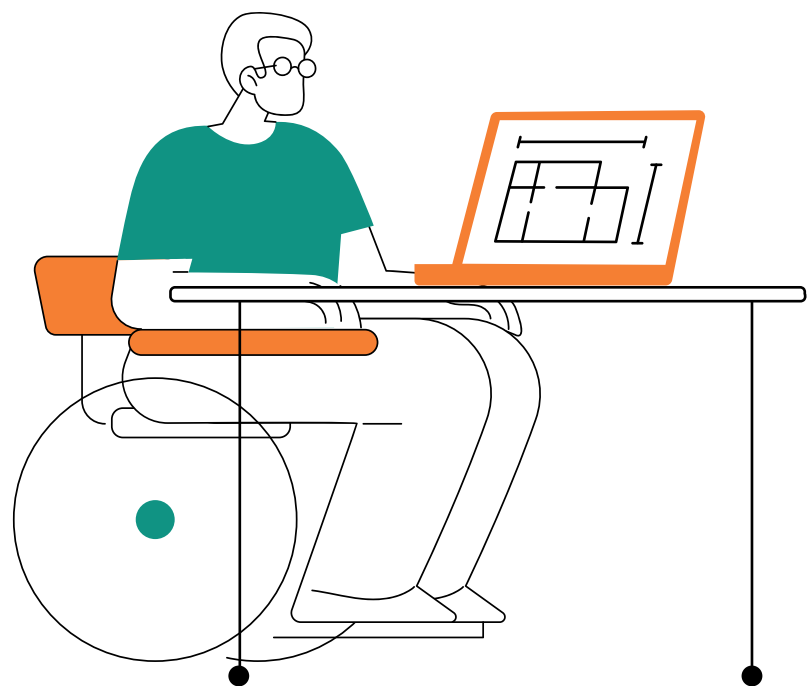
Lim Kee Hock, 66

After 20 years as a senior sales executive, Mr Lim had to leave the job after undergoing an amputation in 2017 due to a diabetic infection.

Following his recovery, Mr Lim required financial and employment assistance and was referred to the **SPD Employment Support Programme** in 2018. SPD's employment support specialist successfully placed Mr Lim in a security guard role where he could put his observation and communication skills acquired from his previous job to good use.

Besides receiving job support from SPD, Mr Lim also obtained a motorised wheelchair replacement with the help of SPD's social worker.

He has signed up for image editing and administrative-related courses as he continuously seeks to improve his employability.



SPD Sheltered Workshop

The first programme that SPD set up, **SPD Sheltered Workshop** has been providing supported employment and vocational training for persons with disabilities since 1967. The workshop, which is supported by **Keppel**, engages persons with disabilities in packing, assembly and digitisation projects. Skilled artisans with disabilities also offer book restoration services and produce lifestyle products.

Highlights

- Supported employment enclave in F&B piloted in Bedok South Secondary School's canteen in September 2023, with operations entirely run by **4** persons with disabilities. The pilot canteen enclave also serves as a platform to promote inclusion within the school community.



\$1,033,211

in income generated from the workshop, a slight decrease from last year as we realigned our greeting cards business to focus on other growth areas

3

trainees graduated to open employment

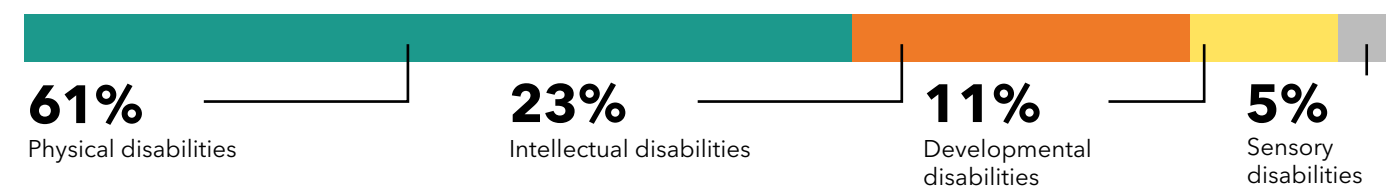
133

persons with disabilities supported

20

trainees engaged in enclave assignments

Diagnostic Profile



○ Renewed purpose



Lourdes Arul Raj, 56

Mr Raj used to find fulfilment in his job as a security guard until he started to experience weakness on the right side of his body. He fell down frequently between August and October 2018 and was later diagnosed with spinocerebellar ataxia, a progressive neuro-degenerative disorder. For Mr Raj to have a full recovery, rehabilitation was crucial and he was referred to SPD in 2021, where he worked closely with TTE's occupational therapists.

Mr Raj did not let his debilitating condition hold him back. As the days turned into months, he regained independence with assistance from SPD, Tan Tock Seng Hospital, the community, and church friends. As Mr Raj lives alone, his family arranged for a part-time helper to clean his house on a weekly basis.

Mr Raj enrolled into the **SPD Sheltered Workshop** in August 2021 to learn new skills. His social circle grew after coming to the workshop. Mr Raj enjoys interacting with the staff, volunteers and fellow trainees while being engaged in various projects at the workshop.

When his motorised scooter broke down last year, SPD's occupational therapist offered him a temporary scooter while social workers helped him with the **Assistive Technology Fund** and **SPD Care Fund** applications so that his new motorised scooter would be fully funded.

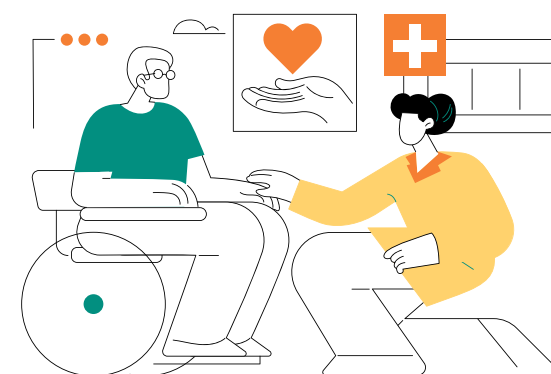
The workshop offers Mr Raj a structured routine and keeps him meaningfully engaged, which is why he looks forward to being at the workshop every day.

Transition to Employment (TTE)

Set up in 2014 to plug a service gap, the **TTE** programme aims to help adults with acquired disabilities to return to mainstream workforce or school. An inter-disciplinary team provides active rehabilitation, work hardening training and employment placement and support to help the clients regain the necessary skills and confidence to get back on their feet.

Highlights

- TTE and the SPD Rehabilitation Centre at SPD Ability Centre merged to form **SPD Rehabilitation Services** with effect from December 2023.



99

clients served, of whom **39** were discharged

55%

of discharged clients returned to work or school

○ From stroke survivor to nursing revival



Norsazelah Bte Ibrahim, 59

Previously a staff nurse at a local hospital, Mdm Norsazelah was expected to perform meticulous tasks that required gentle handling which included drawing blood and providing personal care such as wound dressings. Mdm Norsazelah had to take a hiatus from work after she had a stroke in September 2023. She struggled with typing and writing, and could not balance when walking on uneven ground.

Worried that her weakened physical state might affect her work, Mdm Norsazelah enrolled in the **TTE** in October 2023 and after a few months, she is now able to perform some of the tasks required of a nurse. Through persistent training, she has returned to work as a senior staff nurse at Singapore General Hospital.

SPD Contact Centre

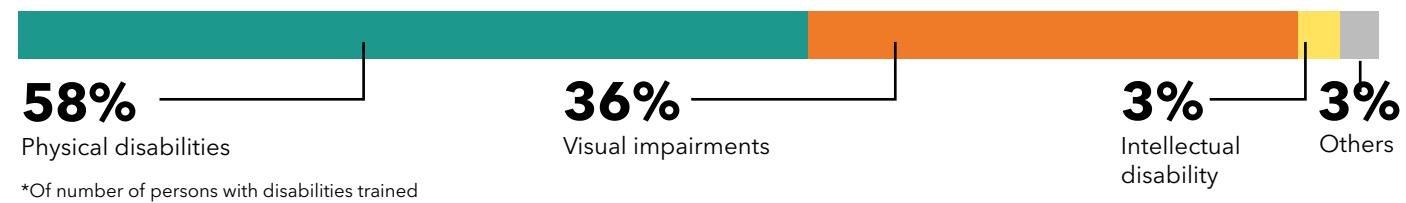
Set up in 2022 and managed by industry veterans, the **SPD Contact Centre** provides bespoke solutions to meet the needs of businesses while building the capability of persons with disabilities.

Highlights

- Provided training to **33** persons with disabilities
- **11** persons with disabilities hired



*Diagnostic Profile



○ Unfolding a new chapter



Thomas Chiah, 55

Mr Chiah was a veteran in the semi-conductor industry where he worked as an engineer over the past 30 years, spending part of it overseeing the production in cleanrooms. His career came to a halt in 2022 when he was diagnosed with transverse myelitis, an inflammation of the spinal cord. As his condition worsened, he started using the wheelchair, attending weekly physiotherapy sessions and making regular visits to the hospital.

Mr Chiah was unable to continue his employment due to his condition and was let go at the end of 2023. Despite his experience and valiant efforts, he struggled to secure a new job.

A new chapter unfolded when Mr Chiah responded to a recruitment drive by the **SPD Contact Centre**. The management was confident that he would be competent in handling customers' queries with his communication and analytical skills, and hired him as a customer service associate. His supervisor staggered his shifts to allow him to attend medical appointments. He was also provided training tailored to his role to enhance his success.

Mr Chiah's story is a testament to resilience, demonstrating how he found a new sense of purpose and fulfilment in his new career.

4 Enabling Greater Independence in the Community

Rehabilitation and therapy can help persons with disabilities and those with disabling conditions lead healthier and more independent lifestyles. We seek to improve the quality of lives of persons with disabilities and their caregivers by offering care, respite as well as therapy services.



Occupational therapist Kaylynn Kim Tricia Goh working with Mdm Goh Tik Meow to help her relearn activities of daily living.

Day Activity Centre (DAC)

The **DAC** located within SPD Ability Centre in Tiong Bahru started operations in 1994 to provide training to build the self-help, community living as well as social and recreational skills of adults with disabilities. Caregivers also get much-needed respite from their duties while their charges are under the care of DAC's training officers.

In 2018, the DAC expanded its enrolment criteria and began to accept adults with autism spectrum disorder, offering more post-18 options for them.

Initially started as a centre-based programme, DAC introduced the **DAC Without Walls (DWW)** initiative in 2019 to leverage community spaces as learning grounds for those with moderate support needs.

Highlights

○ Guidelines, processes and checklists for peer review of DAC's service standards developed and trialed.



○ Funding from **Enabling Lives Initiative Grant** received to scale up the DWW programme by situating adults with moderate disabilities in community settings over the next three years.

91

clients supported, of whom 10 participated in the DWW initiative

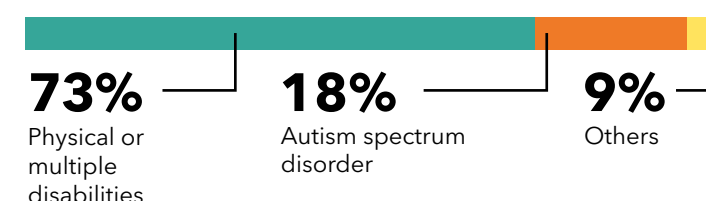


76

DAC clients achieved at least 50% of their individual care plan goals

Operated at 95% capacity

Diagnostic Profile



Subsidies

Subsidy Level	No. of Clients
Public Assistance, 100%	18
75% to 80%	41
30% to 60%	11
No subsidies	21

○ From isolation to empowerment



Puvanashvaran s/o Rajindran, 32

Puvanasharan (Puvan) was born with cerebral palsy, epilepsy and spastic quadriplegia. In the earlier years, he was cared for by his mother, who was a part-time postal worker, and his stepfather. His maternal uncle, Mr Mathi, would also chip in to help when he could. During their free time, mother and son would either watch cartoons together or chit chat. Puvan was enrolled in **SPD's Day Activity Centre (DAC)** after he graduated from a special education school in 2013. His mother had hoped that he could continue to learn and improve on his social interaction at the centre.

At the DAC, Puvan discovered a sense of belonging and community, forging bonds and making friends at the centre. He enjoys the different activities organised by the training officers. When he is at the DAC, his caregivers could go to work and have time for self-care. SPD's social workers had also worked closely with Puvan's mother on strategies to manage his behaviour at home and the family's finances, and referred her for financial assistance. The subsidies for his DAC and transport fees also helped to alleviate the family's financial burdens.

Puvan's stepfather and mother has since passed on, and Mr Mathi has taken over as his caregiver. A hawker who works long hours, Mr Mathi is able to provide for Puvan knowing that his nephew is in the safe hands of the professionals at the DAC.

SPD Rehabilitation Centres

The **SPD Rehabilitation Centres** at the **SPD Ability Centre** and **SPD@Toa Payoh**, which started operations in 2003 and 2014 respectively, provide active rehabilitation services primarily in occupational therapy, physiotherapy and speech therapy to help persons with disabilities or disabling conditions gain greater independence at home and in the community.

669

clients supported at the SPD Rehabilitation Centres, a **12%** increase from last year

146

clients enrolled in SPD@Toa Payoh's day care programme

20

clients and

18

caregivers supported in the Brain Injury Rehabilitation Programme

26,334

therapy sessions provided at SPD Rehabilitation Centres and SPD@Toa Payoh's day care programme, an **18%** increase from last year

Highlights

- **SPD@Toa Payoh** cleared by the Ministry of Health to be converted to a **senior care centre** with effect from 2024.
- Overall increase in clients served and sessions conducted, owing to the formation of **Rehabilitation Services** in December 2023 following the merging of Rehabilitation Centre at the SPD Ability Centre and the Transition to Employment programme.

○ Regaining independence

Lee Leong Peng, 73

Mr Lee was diagnosed with a neurological condition and heart disease. He experienced frequent falls and would not go out on his own. Formerly a store cum delivery man, Mr Lee lost his job due to his mobility challenges, after which his wife had to take on part-time work. This added physical and emotional strain on both Mr Lee and his family, making him feel increasingly despondent.

Mr Lee was enrolled into SPD's day care programme at **SPD@Toa Payoh** in May 2022 and was subsequently referred to the centre's rehabilitation centre in August 2023 with the goal of having him be able to ambulate independently indoors with walking aids and to gain better standing balance. He put in his best efforts and achieved his goals after receiving therapy twice weekly over three months.

Today, Mr Lee is confident of buying food and groceries and attending medical appointments on his own. He has also not fallen over the last nine months. Sociable by nature, Mr Lee looks forward to participating in community activities and making new friends.



Enabling Services Hub (ESH)

Launched in 2023, the **ESH** aims to develop a stronger ecosystem of support for persons with disabilities in the community with befriending services, social recreational activities, and courses for persons with disabilities. SPD was appointed to operate the first Hub, **ESH@Tampines**, in partnership with **SG Enable** to serve residents in Tampines and Bedok.

Highlights



- Door-to-door outreach conducted to **1,472** households in Tampines and Bedok by ESH@Tampines staff and volunteers.



- Collaborated with **100** community partners including National Library, National Museum, Esplanade, and Singapore Civil Defence Force to provide engagement opportunities for ESH@Tampines clients.



167

persons with disabilities and their families engaged.



Meaningful engagements through community activities



Muhammad Irfan Shahamlam, 18

Diagnosed with autism spectrum disorder, Irfan spent his formative years in a special education school. When he turned 18, he was referred to a sheltered workshop programme with hopes that he could transit into a structured environment where he could learn and grow with his peers. However, it soon became apparent that the workshop was not suitable for Irfan's needs. As his main caregiver and a single parent, Irfan's mother Mdm Sheriffa struggled to strive for a balance between work and caregiving responsibilities.

Mdm Sheriffa reached out to **ESH@Tampines** last year to explore alternative options for Irfan. Enrolling him into the programme turned out to be the beacon of hope that the family needed. Irfan found himself in a community that celebrated diversity and embraced individual growth while Mdm Sheriffa gained much needed support from fellow caregivers, making her journey less lonely and challenging.

Today, Irfan is engaged in various activities such as volunteering at Tampines Regional Library and learning to prepare simple meals. Feeling motivated, Irfan is now able to focus on tasks for longer periods of time. While he is attending the ESH activities, Mdm Sheriffa attends Kopi Talks where caregivers can meet to support each other in ongoing challenges.

Through the ESH@Tampines, Irfan and his family have a structured routine to follow with opportunities for the family to bond over activities. With the continual support and skills training, the family remains hopeful that Irfan would be able to progress to vocational training soon.

5 Pushing Boundaries with Technology



Senior occupational therapist Ong Yu Yuan shows visitors the capabilities of some of the AT devices at Tech Able.

253

clients served.

537

intervention sessions conducted, an increase of **3%** from last year.

584

AT devices loaned out, an increase from 528 loans from last year.

19

special educational needs (SEN) support officers across **8** polytechnics and Institutes of Technical Education (POL-ITE) trained to become AT Associate Assessors (ATAAs).

Specialised Assistive Technology Centre (Specialised ATC)

The **Specialised ATC** was established in 2001 to provide assessment, consultation and training in assistive technology (AT) to individuals and organisations to enhance the lives of people with disabilities. The centre is now situated at **Tech Able** at the **Enabling Village**.

Highlights

- Funding model reviewed with the Ministry of Social and Family Development to better account for complexity of clinical AT work provided by the Specialised ATC to clients.
- A continuous learning programme initiated for institutes of higher learning to enhance their AT knowledge and a peer-review programme introduced for impartial AT recommendations.
- The inaugural **Community of Practice on AT** launched for professionals in social service agencies and hospitals.
- The inaugural **Augmentative & Alternative Communication (AAC) module** developed and introduced for the Bachelor of Science with Honours in Speech and Language Therapy at Singapore Institute of Technology (SIT).

Diagnostic Profile

65%

Physical disabilities

17%

Neurological conditions (autism, cerebral palsy, stroke etc)

18%

Others (sensory or learning difficulties)

○ Gaining independence and freedom with AT



Isaiah Yen, 8

The fourth child in a family of five children, Isaiah loves outings and is always excited to visit extended family or attend church. Due to global developmental delay and cerebral palsy, his family had to use a pram to get him around. With his sociable nature, Isaiah was not contented to just remain in the pram and would get upset at being left out such as when the other children were headed to the playground.

Having understood his needs, SPD's **AT specialist** prescribed Isaiah with a customised motorised wheelchair that optimised his sitting posture. This also supports his learning at a special education school. As the motorised wheelchair allows him to move around more freely to explore and socialise with other children, Isaiah does not feel left out anymore.

6 Partnering Clients and Caregivers in Their Journey

Social worker Isabelle Yip with 28-year-old Ms Sia Jin Zhu who has been receiving various forms of support through SPD's SCMP for the past 21 years.

Specialised Case Management Programme (SCMP)

Coping with a disability can be daunting for persons with disabilities and their loved ones. Since 2006, **SCMP**'s case management officers and social workers have been providing counselling, financial assistance, guidance on self-care and referrals to relevant community resources. They also support caregivers who are the first line of care to their loved ones.

Highlights

- 2 sessions of groupwork run for Malay-speaking clients and caregivers on topics such as understanding yourself better and how to manage conflicts. All participants found the sessions effective and useful in helping them achieve their goals.
- Outing held for 16 socially isolated clients, with the support of a corporate donor and 30 of its staff members.
- Research started with 8 young adults with disabilities to uncover the similarities and differences in transition to employment for those with and without disabilities.



451
individuals and their families received case management support



253
home visits conducted, an increase of **3.7%** from previous year

Gender



40%
Female



60%
Male

Diagnostic Profile

94%

Physical or multiple disabilities

6%

Sensory, developmental or intellectual disabilities

Age

31%
60-79 years old

57%
22-59 years old

5%
80 years old and above

7%
21 years old and below

Presenting Issues

29% Financial concerns for assistive devices

22% Psychosocial needs/Supportive counselling

19% Other financial concerns

14% Caregiver burden

8% Other issues

7% Social isolation

1% Safety concerns

87%
of clients had their identified needs met at the point of discharge

Caregiver Support

Highlights

- Completed **Caregiver Support Framework** with SG Enable together with **2** other agencies for SG Enable to introduce to all social service agencies.
- Partnered **Special Needs Trust Company** in organising a planning for the future session for **20** caregivers.
- Partnered **Martin Medical Clinic** in a general health talk which provided tips for keeping healthy and the importance of self-care for **14** caregivers.
- 1,916** caregivers empowered in self-care and caregiving through a series of training and support activities.
- 706** caregivers of EIPIC children benefitted from educational workshops and bite-size articles developed by the EIPIC team of professionals. Social workers also organised parent support groups and Kopi Kakis sessions for caregivers to share their experiences with one another.

Subsidies & Financial Assistance



\$9,570 disbursed to **14** clients under the **SPD Care Fund** which provides short-term and temporary financial relief to clients facing sudden financial setbacks or to subsidise the purchase of essential assistive technology and motorised devices.



\$41,700 in grocery vouchers disbursed to **72** clients under the **Daily Needs Programme**.

Take-A-Break (TAB) Programme

Supported by SG Enable and administered by SPD, **TAB** aims to provide short-term home-based respite options for caregivers of persons with physical, sensory and intellectual disabilities, and autism, when they need temporary relief from their caregiving duties.

The TAB carried on after the conclusion of the pilot run in September 2023, at which point **60** clients were served, surpassing the target of **50** clients.



Specialised Door-to-Door Transport Service

Highly subsidised two-way dedicated transport was offered to **536** clients who were unable to take public transport to our centres due to their disabilities or route inaccessibility.



Lean on me



Noraini Binte Hamid, 51

Diagnosed with hereditary sensory neuropathy of bilateral lower limbs, Mdm Noraini is the main caregiver to her younger brother who has intellectual disabilities. She works as a delivery rider as the job offers her the flexibility to carry out caregiving duties while supplementing the family income.

With the support of **SCMP**, Mdm Norani applied for and received her mobility scooter and a sturdy metal ramp was constructed to allow barrier-free access into her flat. The family receives help with their household expenditure through the **Daily Needs Programme** and Hao Ren Hao Shi (HRHS). To expand the siblings' social circle, Mdm Noraini and her brother were invited to outings and activities that the SCMP organised.

With empowerment and support from the SCMP team, Mdm Noraini knows that she is not alone on this journey.

7 Growing the Sector Together

Physiotherapist Ivy Cheng conducting a session with Mdm Lim Guat Siam at the SPD Rehabilitation Centre.



123 physiotherapists, occupational and speech therapists deployed to support children, adults and the elderly in **68** programmes within SPD and in the community such as in nursing homes, day activity centres, community hospitals, EIPIC centres, and schools.

6,651 persons with disabilities supported by SPD Therapy Hub

SPD Therapy Hub

Established in 2005, **SPD Therapy Hub** contracts rehabilitation services including physiotherapy, occupational therapy and speech therapy to social service agencies and other community organisations serving children with developmental needs, the elderly and people with disabilities or who may develop disabling conditions.

Our therapists are trained to serve persons with disabilities in diverse community settings. We hope to journey with our partners by value-adding to and providing quality care in their programmes.

Highlights

- A **framework for rotation** established to expose our professional staff to diverse clinical settings and enhance their capabilities as community therapists.
- **Supervisory capabilities** of our senior therapists strengthened with training and resource tools.
- **"I Find Joy" recruitment campaign** launched to attract in-service therapists.
- **Opportunities sought to boost aspirational work** such as teaching appointments with institutes of higher learning for senior therapists to broaden their career development options.
- Survey findings on rehabilitation in Singapore's community setting presented at the **2023 Rehab Medicine Society of Australia and New Zealand Conference** and the **CAPE Conference 2023**.



66

Red Cross Home and Day Activity Centre for the Disabled and Red Cross Day Activity Centre greatly benefit from the physiotherapy, occupational and speech therapy services provided by SPD Therapy Hub. Its dedicated team of physiotherapists and occupational therapists engages the residents and clients in activities that enhance their physical, social, and emotional well-being. The team is indispensable to the Singapore Red Cross' efforts in providing professional care for persons with disabilities. We appreciate their invaluable partnership in enabling us to achieve the best outcomes for our residents and clients.

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Mr Adrian Lim, Director, Care Services Advisor, Singapore Red Cross

Capability Building across Sectors

Highlights

- Competencies of **539** educators built to support children with developmental and learning needs in mainstream schools and pre-schools.
- 17** sessions of training conducted for **207** early childhood educators (ECEs) and **234** special educational needs officers (SENOs) through curated professional development courses.
- Customised training** provided to 2 primary school clusters, equipping **48** SENOs with more specialised strategies to support their students.
- Undertook **22** students in fields like occupational therapy, speech therapy and physiotherapy for clinical attachments at SPD.
- The **Identification and Classroom Management for Pre-schoolers with Learning Difficulties** course content revamped into four standalone courses under the **Supporting Pre-schoolers series**. The series focuses on common developmental and learning needs in mainstream classrooms to better cater to the changing needs of early childhood educators.
- Learning journeys** organised at our Building Bridges EIPIEC Centres for **14** pre-school educators.

Courses	No. of Runs	No. of Participants
ECDA-endorsed professional development courses for Early Childhood and Early Intervention Educators	9	207
MOE-endorsed professional development courses for primary and secondary school Special Educational Needs Officers	8	234
Customised training workshops for pre-school staff	3	98
Total	20	539

8

Fostering Understanding and Acceptance

Through talks, events, as well as training and workshops, we reached out to about **18,000** individuals with the aim of inculcating an inclusive mindset among Singaporeans.



The UNLABEL campaign posters were installed at 20 SMRT stations, including this one at Telok Blangah MRT station.

Highlights

- 7 SPD Inclusion Champions** inducted to advocate for inclusion and change for the disability community.
- The **UNLABEL** campaign continued in collaboration with public transport operator **SMRT** and creative agency **Societal** to debunk disability stereotypes. Besides social media, posters were installed at **20** SMRT stations between 23 November and 20 December 2023.
- Close to **4,000** individuals reached through public education talks.



9 Coming Together for Good

The journey towards inclusion cannot be achieved without the support of the community. We are grateful for the like-minded friends made along the way, many of whom have generously contributed their time, expertise and money, enabling us to empower our clients and their caregivers to lead more fulfilling lives.



Volunteer Regina Teng (front row, right) with clients from DAC Without Walls and their training officers on an outing in the community.

Volunteers

Highlights

- Staff from **Land Transport Authority** committed to volunteering at **DAC Without Walls** for twice a month over **6** months, completing **12** sessions from October 2023 to March 2024, contributing a total of **294** hours. This effort was born of Project V, a pilot project that encourages corporate employees to engage in sustained and regular volunteering.

241 individuals and **44** corporates, schools and community groups stepped forward and contributed **9,533** hours

214 individuals and **17** groups from organisations and schools newly recruited as volunteers



Donors & Sponsors

SPD is a charity that has been sustained over the last 60 years through the goodwill and generosity of a caring public and companies. Their support came through various platforms and much of the funds raised have gone into ensuring accessibility and affordability of our services.

Highlights

- Singapore Airlines** donated **\$1.3 million** for the purchase of **wheelchair accessible vehicles** and to provide **transport subsidies** for persons with disabilities from low-income households.
- Keppel** pledged **\$1 million** over three years in a partnership renewal to support the opening of **SPD@Canberra**, a senior care centre, and with partial funding going towards developing the skills of **SPD Sheltered Workshop's** trainees and improving their job prospects.
- Policy on acceptance and rejection of donations strengthened** to play our part in safeguarding the interests of the charity sector.



The **SPD Charity Hongbao 2024** garnered close to **\$325,000***, the highest amount raised to-date, with the support of **117** schools and **26** corporate partners.



The **SPD Charity Golf 2023** was held at the Seletar Country Club on 4 August. It garnered the support of **152** golfers and raised **\$532,000***.



The **SPD Ability Walk & Run 2023** drew more than **1,200** participants to the Singapore River on 2 September and raised **\$296,000*** with the support of major donor **TechnipFMC**, a staunch supporter since the first iteration in 2016, and **16** other donors.

- The **Kowloon Club Chinese Golden Hits Charity Dinner 2023** was held on 11 November and raised about **\$304,000**.

- The annual **ChariTrees** fundraising event held from 20 November to 26 December 2023 saw about **\$350,000*** raised for SPD from the support of **18** donors.

Total amount raised: \$5 million

*bolstered by support from the Tote Board's Enhanced Fund-Raising Programme

10

The Heartbeat of SPD

At SPD, our people have been key to SPD's success over the past 60 years and they will continue to be so in the next chapter of our journey. Their unwavering commitment, passion, and tireless effort propel us toward our vision and mission. Regardless of where they are on their career paths, each and every one of them has been ensuring that those under our care receive the best possible support needed.

SPD Sheltered Workshop operations supervisors Prabu s/o Krishnankutty and Cindy Tan.

People Development

Highlights

- Strategic recruitment initiatives intensified, including the incorporation of **staff referrals**, active involvement in **sector-wide recruitment campaigns**, and **partnerships** with NTUC's e2i, HMI Institute and College for Allied Educators to strengthen talent pipeline and attract talents.
- An overseas recruitment exercise conducted in February 2024 for EIPIC teachers, resulting in the successful hiring of **19** individuals to augment our local team of EIPIC teachers.

Staff strength:

449

as of 31 March 2024

Training programmes:

1,376

training placements completed

Sustainability

- Lightings replaced with low energy LED panels.
- Motion sensors installed along common walkways for enhanced efficiency.
- Ambience of Level 5 open spaces enhanced with more greenery.
- Technologically-advanced green products introduced as part of SPD's renovation proposal for sustainability.

Organisational Excellence

- Improvements recorded in **6 of 7** domains of the Business Excellence Framework in the post-transformation assessment of SPD's **Organisational Development Journey**. Process, knowledge and people were domains with key improvements.
- Outcome grids by programmes developed to continuously improve service level for their clients.
- **40** staff recognised at the **SingHealth Quality Service Awards 2023** for their commitment to service excellence.

Technology and Infrastructure

- Renovation works at the **SPD Ability Centre** completed in December 2023, providing **better utilisation of space** and supporting enhancements in programming which benefited clients, caregivers and staff.
- Development of the **Cloud-based Finance System** and new **Client Management System** modules commenced with implementation targeted for first half of the next financial year.

11

The Journey Continues

SPD was set up 60 years ago to support persons with disabilities in their independence and inclusion in society and our mission has not changed since. Over the years, we strived to empower, and give hope and dignity to persons with disabilities. The work is not done and this journey continues as we create greater impact and celebrate more milestones in the year ahead.

Day Activity Centre client Lokman Nur Hakim bin Ithnin boarding a wheelchair-accessible van.



A Trusted Partner

- 2 new **early intervention centres** and 2 **senior care centres** to be operational by 2024 to serve the young and the elderly.
- The **DS-LS team** to proactively reach out to pre-schools, aiming to serve another **400** children.
- Research the support that young adults with disabilities require in their **transitional phases** so as to recommend targeted interventions for this group.
- Research and identify **participation rates of life activities** by those with physical disabilities and to highlight the findings on national and international platforms.
- Contribute to the conversation on **alternative housing options** for persons with disabilities through our representation on the Taskforce on Developing New Community Living Models for Persons with Disabilities.

Programme Enhancements

- Embark on more collaborations with other day activity centres and community partners to scale up **DAC Without Walls**.
- Enabling Services Hub to introduce a **weekend programme** and ramp up capacity.
- SPD@Jurong and SPD@Tampines to run the **Little Buddies** and **SibLinks programmes** for **35** pairs of siblings to strengthen their relationships.
- Ramp up capacity and operations at **SPD Contact Centre** with a target to breakeven.
- Put effort into **Future Care Planning** work with caregivers.
- The Specialised Assistive Technology Centre to **address service gaps** and challenges from findings of the customer journey mapping exercise to enhance services, optimise capacity and utilisation rates.
- Conduct **service and manpower reviews** for Specialised Case Management Programme to address caregiver respite and future care planning, as well as the development of business lines and enclave work for the SPD Sheltered Workshop.
- Implement **Caregiver Support Framework** in other programmes in SPD.

Build Communities

- Nurture **2** champion inclusion coordinators to empower them to run the **Community of Practice** for other inclusion coordinators.
- Engage new volunteers to **drive community inclusion initiatives** in the neighbourhoods.
- Continue empowering and enabling our **inclusion champions** and **clients** to advocate for the disability cause and provide feedback on issues facing the community.

Bolster Staff and Sector Capabilities

- Regular upskilling of staff to train and support persons with autism on the training and vocational continuum.
- Continued benchmarking exercises to ensure salary competitiveness and support career progression.
- Intensify specialised training for pre-school educators through enhanced learning curriculum.

Boost Technological Capability

- Leverage technology to automate manual workflows and processes to achieve higher productivity and efficiency.
- Implement Data Security Instructions as required by the Ministry of Social and Family Development for all its funded programmes.
- Strengthen cybersecurity practises.



The Stewards

Patron and Board of Management

Board of Management



Ms Ong Toon Hui, PPS(E)
President
(27 August 2022 - current)

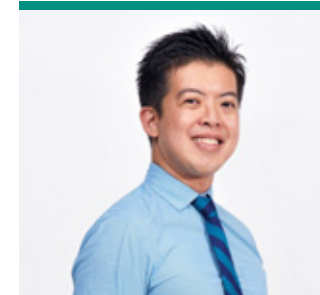
Vice-President
(26 September 2020 - 27 August 2022)

Vice Dean and Executive Director, Institute for Governance and Leadership, Lee Kuan Yew School of Public Policy, National University of Singapore



Prof Ho Lai Yun, BBM, PBS, PBM, JP
Vice-President
(27 August 2022 - current)

Emeritus Consultant, Neonatal & Developmental Medicine, Singapore General Hospital



Mr Zhang Weijie
Honorary Treasurer
(1 September 2023 - current)

Honorary Assistant Treasurer
(27 August 2022 - 31 August 2023)

Honorary Assistant Treasurer
(16 July 2019 - 26 September 2020)

Director, Energy & Climate Policy, Ministry of Sustainability and the Environment



Mdm Fawziah d/o Jainullabudeen
Honorary Assistant Treasurer
(1 September 2023 - current)



Mr Kelvin Ling Ang Kerng
Honorary Treasurer
(26 September 2020 - 31 August 2023)
Member till 31 August 2023
Retired



Mrs Diana Ee-Tan
Member



A/P Lim Hua Beng
Member



A/P Lim Sok Mui, May
Member



Mr James Ong Hsien Chih
Member



Mr Tang Liheng
Member



Mr Yeo Teck Guan
Member



Mr Abhimanyau Pal
Ex-Officio Secretary
(from 1 December 2010)

Audit Committee

Chairperson

Mr James Ong Hsien Chih

Members

Ms Suman Kishinchand Balani
Ms Chow Siew Ying, PPA(G)
Mr Kamalarajan M Chettiar
Mr Ngan Wan Sing, Winston

Human Resource & Remuneration Committee

Chairperson

Ms Ong Toon Hui, PPS(E)

Members

Dr Fermin A. Diez
(appointed 22 January 2024)
Mr Lim Khia Tat
Mr Low Wong Fook
Mr Charlton Ong
Ms Poh Hwee Hian
Ms Lilian Tan

Resource Mobilisation & Partnerships Committee

Chairperson

Mr Yeo Teck Guan

Members

Mrs Diana Ee-Tan
Mr James Ong Hsien Chih
Dr Claire Tan Lee Fang
Mr Tan Yuh Woei

Services Committee

Chairperson

Prof Ho Lai Yun, BBM, PBS, PBM, JP

Members

Adjunct A/P Chong Shang Chee
(appointed 30 August 2023)
A/P Lim Hua Beng
A/P Lim Sok Mui, May
Ms Tan Bee Yee
Mr Tang Liheng
Mr Zhang Weijie

Board Advisory Panel

Members

Ms Chia Yong Yong, BBM, PBM
Mr Low Wong Fook

Technology Advisory Panel

Chairperson

Mr Tan Yuh Woei

Members

Ms Koh Li-Na
Dr Ong Chen Hui
Mr Wong Hwee Lim
Mr Yeo Teck Guan
Ms Gin Wong Chin Ee

Social Enterprise Pro-Tem Committee (with effect from July 2022)

Chairperson

Mr Ngan Wan Sing, Winston

Members

Mr Ang Yuit
Ms Poh Hwee Hian
Mr Toh Kia Wee

Senior Management



Abhimanyau Pal
Chief Executive Officer



Tay Soong Kiang
Assistant Chief Executive
Officer and Director,
Corporate Services



Esther Chong
Director, Organisational
Development



Becky Hoo
Director, Children Services



Katherine Sng
Director, Community
Partnerships



Teo Pek Wan
Director, Adult & Elderly
Services



Joyce Wong
Director, Centralised
Services and CEO Office



Kam Jin Chieh
Deputy Director, Adult &
Elderly Services

Governance

SPD's Board of Management led by Ms Ong Toon Hui continued to serve in the second of its two-year term. In FY2023/2024, Vice President Professor Ho Lai Yun was the only Board member serving more than 10 consecutive years, having been elected for his final term in accordance with SPD's Constitution and as part of the Board's leadership transition plans. In the year, Mr Zhang Weijie and Mdm Fawziah d/o Jainullabudeen assumed the roles of Honorary Treasurer and Honorary Assistant Treasurer respectively as we bade farewell to Mr Kelvin Ling Ang Kerng.

The Services Committee welcomed Adjunct Associate Professor Chong Shang Chee, adding her expertise in child health and child development to its clinical and medical talent pool. We also extend our gratitude to Mr Wong Zi Heng, Dr Wong Meng Ee and Dr Bok Chek Wai for their service. The Human Resource and Remuneration Committee was strengthened by the addition of Dr Fermin Diez who brought with him many years of human resource and organisational development experience. We also thank Mr Philip Chan from the Resource Mobilisation and Partnerships Committee for his dedication and contribution since 2020.

SPD was conferred the Charity Transparency Award for the sixth consecutive year in November 2023 since the Charity Council introduced it in 2016. We continued to adhere to the Charities Act, the Code of Governance for Charities & Institutions of a Public Character and regulations issued by the Charity Council, reporting regularly to the Ministry of Social and Family Development, Ministry of Health, National Council of Social Service and Agency for Integrated Care.

SPD's Board of Management is made up of volunteers who are elected to the Board and serve a period of two years before a new Board is elected. All members of the Board of Management, Board Committees and Panels do not receive any remuneration or director's fees. The profiles of these members are posted on SPD's website. SPD's Code of Ethics and Conduct and Whistle Blowing Policy are also available for viewing on SPD's website.

In the year, the Board held five Board meetings, exceeding that required under the Constitution. This is apart from Board Committees, special meetings, workplan retreats and strategic planning sessions by members with relevant knowledge and experience in guiding management in their journey.

Attendance

Board Members	Designation for Term 2022-2024	Attendance in FY2023-2024
Ms Ong Toon Hui, PPS(E)	President	5 out of 5
Prof Ho Lai Yun, BBM, PBS, PBM, JP	Vice-President	5 out of 5
Mr Zhang Weijie	Honorary Treasurer	4 out of 5
Mdm Fawziah d/o Jainullabudeen	Honorary Assistant Treasurer	5 out of 5
Mrs Diana Ee-Tan	Member	5 out of 5
A/P Lim Hua Beng	Member	3 out of 5
A/P Lim Sok Mui, May	Member	5 out of 5
Mr James Ong Hsien Chih	Member	4 out of 5
Mr Tang Liheng	Member	5 out of 5
Mr Yeo Teck Guan	Member	5 out of 5

Reserves Policy

The Board of Management regularly reviews the financial performance and budgets to ensure that unrestricted funds are adequate to fulfil our continuing obligations. The Board of Management’s current policy is for the Society to maintain reserves that are freely available for operating purposes of no more than two years of its total operating expenditure for financial sustainability. This should enable services with unanticipated reduction of disruption in funding to continue running smoothly until new funding is available. As of 31 March 2024, SPD’s reserves stood at about 10.3 months.

Conflict of Interest Policy

SPD’s conflict of interest policy, approved by its Board, requires Board and Board Committee members, as well as employees, to declare actual or potential conflicts of interest regularly, as needed, and at the earliest opportunity. Conflict of interest is also managed through excluding staff, Board and Committee members from discussions and decision-making where there is a conflict of interest. Documented policies and procedures serve to guide and help define what constitutes a conflict of interest and how a conflict situation is to be handled.

Governance Evaluation Checklist for the Year Ended March 2024

S/No.	Code Guideline	Code ID	Response	Explanation (if Code guideline is not complied with)
BOARD GOVERNANCE				
1	Induction and orientation are provided to incoming governing Board members upon joining the Board.	1.1.2	Complied	
	Are there governing Board members holding staff ¹ appointments? (skip items 2 and 3 if “No”)		No	
2	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3	Not applicable	
3	There are written job descriptions for the staff’s executive functions and operational duties, which are distinct from the staff’s Board role.	1.1.5	Not applicable	
4	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing Board member responsible for overseeing the finances of the charity) can only serve a maximum of four consecutive years. If the charity has not appointed any governing Board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied	
5	All governing Board members must submit themselves for re-nomination and re-appointment, at least once every three years.	1.1.8	Complied	
6	The Board conducts self-evaluation to assess its performance and effectiveness once during its term or every three years, whichever is shorter.	1.1.12	Complied	
	Is there any governing Board member who has served for more than 10 consecutive years? (skip item 7 if “No”)		Yes	Refer to explanation in next row

7	The charity discloses in its annual report the reasons for retaining the governing Board member who has served for more than 10 consecutive years.	1.1.13	Complied	In August 2022, Prof Ho Lai Yun, the only Board member who has served more than ten (10) consecutive years, was elected to continue for a final term of two (2) years as permitted by and in accordance with SPD's Constitution, as part of Board leadership transition.
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied	
CONFLICT OF INTEREST				
9	There are documented procedures for governing Board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied	
10	Governing Board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied	
STRATEGIC PLANNING				
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
12	There is a documented plan to develop the capacity and capability of the charity and the Board monitors the progress of the plan.	3.2.4	Complied	
HUMAN RESOURCE AND VOLUNTEER² MANAGEMENT				
13	The Board approves documented human resource policies for staff.	5.1	Complied	
14	There is a documented Code of Conduct for governing Board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	
15	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	
	Are there volunteers serving in the charity? (skip item 16 if "No")		Yes	

16	There are volunteer management policies in place for volunteers.	5.7	Complied	
FINANCIAL MANAGEMENT AND INTERNAL CONTROLS				
17	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied	
18	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
19	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	
20	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	
21	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 22 if "No")		Yes	
22	The charity has a documented investment policy approved by the Board.	6.4.3	Complied	
FUNDRAISING PRACTICES				
	Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 23 if "No")		Yes	
23	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
	Did the charity receive donations in kind during the financial year? (skip item 24 if "No")		Yes	

24	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied	
DISCLOSURE AND TRANSPARENCY				
25	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing Board member at those meetings.	8.2	Complied	
	Are governing Board members remunerated for their services to the Board? (skip items 26 and 27 if “No”)		No	
26	No governing Board member is involved in setting his own remuneration.	2.2	Not Applicable	
27	The charity discloses the exact remuneration and benefits received by each governing Board member in its annual report. <u>OR</u> The charity discloses that no governing Board member is remunerated.	8.3	Not Applicable	
	Does the charity employ paid staff? (skip items 28, 29 and 30 if “No”)		Yes	
28	No staff is involved in setting his own remuneration.	2.2	Complied	
29	The charity discloses in its annual report – (a) the total annual remuneration for each of its three highest paid staff who each has received remuneration (including remuneration received from the charity’s subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the three highest paid staff also serves as a governing Board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. <u>OR</u> The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	Complied	

30	The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family ³ belonging to the Executive Head ⁴ or a governing Board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000. <u>OR</u> The charity discloses that there is no paid staff, being a close member of the family ³ belonging to the Executive Head ⁴ or a governing Board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.	8.5	Complied	
PUBLIC IMAGE				
31	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied	

Notes

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

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

3. Close member of the family: A family member belonging to the Executive Head or a governing Board member of a charity –
(a) who may be expected to influence the Executive Head’s or governing Board member’s (as the case may be) dealings with the charity;
or
(b) who may be influenced by the Executive Head or governing Board member (as the case may be) in the family member’s dealings with the charity.

A close member of the family may include the following:
(a) the child or spouse of the Executive Head or governing Board member;
(b) the stepchild of the Executive Head or governing Board member;
(c) the dependant of the Executive Head or governing Board member.
(d) the dependant of the Executive Head’s or governing Board member’s spouse.

4. Executive Head: The most senior staff member in charge of the charity’s staff.

Summarised Financial Statements

BALANCE SHEET

(as at 31 March 2024)

	2024	2023
ASSETS		
Current Assets	79,609,260	74,835,919
Non-current Assets	7,246,349	5,751,158
Total Assets	86,855,609	80,587,077
LIABILITIES		
Current Liabilities	12,335,609	11,465,209
FUNDS		
General Fund	37,358,310	32,728,393
Designated Funds	7,366,656	8,094,688
Restricted Funds	29,795,034	28,298,787
TOTAL FUNDS AND LIABILITIES	86,855,609	80,587,077

STATEMENT OF FINANCIAL ACTIVITIES

(for the year ended 31 March 2024)

	2024	2023
INCOME		
Voluntary Income	6,417,470	8,406,537
Investment Income	2,265,538	877,946
Income from Charitable Activities	37,388,716	36,116,968
Other Income	44,767	35,445
Total Income	46,116,491	45,436,896
EXPENDITURE		
Costs of Generating Voluntary Income	1,197,674	1,035,643
Charitable Activities	38,602,323	35,397,283
Governance Costs	918,362	796,993
Total Expenditure	40,718,359	37,229,919
NET SURPLUS	5,398,132	8,206,977

Thank You

Donor Acknowledgement (April 2023 to March 2024)

\$250,000 and above

Keppel Care Foundation
Kowloon Club
RBC Trustees (Jersey) Limited
Singapore Airlines Limited

\$100,000 - \$249,999

Asia Pacific Breweries Foundation
Green Link Digital Bank Pte Ltd
Jesus the Light Grant-making Project
Ong Toon Hui
The Community Foundation of Singapore

\$50,000 - \$99,999

FMC Technologies Singapore Pte Ltd
JOS Furnitures Pte Ltd
NatSteel Holdings Pte Ltd
Ng Kim Suan Foundatin
NTUC Fairprice Foundation Limited
Oan Chim Seng
Shahani Mahesh Bhagwan Gobind
(In Memory of Mr Arjan G. Kirpalani)
THL Holdings Pte Ltd
VDL Enabling Technologies Group
(Singapore) Pte Ltd

\$10,000 - \$49,000

A Ilancheran
Aleta Planet Mes Pte Ltd
Alfa Connections Pte Ltd
Ang Lian Seng
Ban Hock Hin Company Pte Ltd
Berzins Andrey Charles
Bijjala Radhakrishna
Certis Cisco Security Pte Ltd
Chan Man Ping Philip
Chew How Teck Foundation
Chung Seow Lim (Zhuang Shaolin)
CMA Mental Arithmetic Centre Pte Ltd
CTC Global Pte Ltd
Ee Siong Chee Nora

Equinix Foundation
Ernst & Young Advisory Pte Ltd
Exyte Singapore Pte Ltd
GL Engineering & Construction Pte Ltd
Green Court Foundation Limited
Hitachi Vantara Pte Limited
Hong Lam Marine Pte Ltd
Koh Lee Kiang
Korean Chamber of Commerce in Singapore
KPI OceanConnect Global Accounts Pte Ltd
Lee Foundation, Singapore
Lee Yuin Mei Jane
Lih Ming Construction Pte Ltd
Liow San Jee (In Memory of)
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Loh & Tan Pte Ltd
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Loyang Tua Pek Kong
L-QuBE Pte Ltd
M.Tech Products Pte Ltd
Marina Bay Sands Pte Ltd
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Ng Eng Hen
ONERHT Foundation Ltd
Pavilion Capital International Pte. Ltd.
Peng Kee Noodles Manufacturer Pte Ltd
Phillips 66 International Trading Pte Ltd
PTC System (S) Pte Ltd
Quah Kee Swee
Red Hat Asia Pacific Pte Ltd
ROCAM Specialist Vehicles Pte Ltd
Royal Secrets Beauty Indulgence Pte Ltd
Seet Lucy
Singapore Police Force
(Special Operations Command)
Singapore Pools (Private) Limited
Tan Chin Tuan Foundation
Tan Chun Ghee Memorial Fund
Tan Wei Fang Geraldine
Teo Chih Woei
Total Facility Engineering Pte Ltd
Unigold International Pte Ltd
VMware Singapore Pte Ltd

Wang Learning Centre Pte Ltd
Wong Kim Yin
Yong Fong Engineering & Construction Pte Ltd
Zhang Nannan
Zhao Yong

\$3,000 - \$9,999

Abwin Leasing Pte Ltd
ADDP Architects LLP
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Allalloy Dynaweld Pte Ltd
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Asia Enterprises (Private) Limited
Asiacloud Solutions Private Limited
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Aspial Corporation Limited
Bit Solution Pte Ltd
Boo Thuan Kit
Bridge Data Centres (International) Pte Ltd
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Collective Designs Pte Ltd
Cybersprout Pte Ltd
Dabo Corporation Pte Ltd
Dell Global B.V. (Singapore Branch)
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Eco Special Waste Management Pte Ltd
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Seet Seng Hong
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Singapore Telecommunications Limited
Singapore United Estates (Private) Limited
Smart Energy Pte Ltd
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Soon Kim Hardware Trading Co
Sparkoo Technologies Singapore Pte Ltd
Splunk Services Singapore Pte Ltd
SPTel Pte Ltd
Star Ready-Mix Pte Ltd
Sumet Jiaravanon
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T.E Welgrow Engineering Pte Ltd
Tak Products & Services Pte Ltd
Tan
Tan Lay Thiam
Tan Sze Yen
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Tech Data Advanced Solutions Pte Ltd
TEHC International Pte Ltd
Thomson Shin Min Foundation
Tiong Heng Liong
Trans-Orient Shipping Pte Ltd
TTJ Design And Engineering Ptd Ltd
Tuas Pek Kong Keng Management Council
United Creations Pte Ltd
Value Add System & Technology Pte Ltd
Veeam Software Singapore Pte Ltd
Veerasingam Prem Kumar
Veritas Storage (Singapore) Pte Ltd
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 Zunaidah Bte Shahul Namid

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 Agape Little Uni. @ Cecil Pte Ltd
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 Asia Pacific Breweries Singapore
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Goh Joachim
Goh Siok Cheng Pearly
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Grace Choong
Green Link Digital Bank
Guo Tian Wei

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Loke Siew Yoke Janet
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Lye Meng Chih Lianne
Lynn Chan Sheau Pai

M

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Mah Yi Ling
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Mok Yoke Kuen Sandy
Montfort Secondary School
Morgan Heijdemann
Moriah Childcare And Development Centre
Moses Nallathamby Anubha Harrison
Muhammad Amirul Hazim bin Mohamad Helmy
Muhammad Danial Bin Asri
Muhammed Sayfullah
Muhd Hazwan Zainal
Mun Celine
Munich Management Pte Ltd
Musical Theatre Limited (MTL)
My First Skool at 6 Segar Road
My First Skool at Blk 208B Punggol Place
My First Skool at Blk 229 Ang Mo Kio
My First Skool at Blk 347 Woodlands Avenue 3
My First Skool at Blk 487 Segar Road
My First Skool at Blk 613 Jurong West St. 62
My First Skool at Blk 642 Senja Close
My First Skool at Blk 654 Senja Road
My First Skool at Blk 785E Woodlands Rise
My First Skool at Blk 803 Tampines
My Kiddie Klubhouse Pte Ltd

N

Nai Boon Hui Jogina
Nam Shiang & Co
Nan Hua Primary School
Nanyang Technological University
Neha Vatsal Parikh
Neo Bee Tee Judy
Ng Min Yee Fiona
Ng Seok Choo Molly
Ng Shi Min
Ng Shuen Yew
Ng Soh Hua

Ng Soo Foon
Nureen Darwish Afrina binte Johanizam

O

Oasan Jennifer Sison
ONESECURE Asia Pte Ltd
Ong Carol
Ong Chuan Bin
Ong Gek Kuan Sandy
Ong Guat Teng
Ong Ky-Reen
Ong Mei Yi Claire Elsie
OSIM International Pte Ltd
Otis Elevator Co.
Ow Yong Siew Ying

P

P Santhia
Paul Seward
PCF Sparkletots Preschool @ Ang Mo Kio - Hougang Blk 535
PCF Sparkletots Preschool @ Ang Mo Kio - Hougang Blk 452 (DS)
PCF Sparkletots Preschool @ Ayer Rajah - Gek Poh Blk 276D (KN)
PCF Sparkletots Preschool @ Ayer Rajah - Gek Poh Blk 41 (CC)
PCF Sparkletots Preschool @ Ayer Rajah - Gek Poh Blk 48 (DS)
PCF Sparkletots Preschool @ Bedok Reservoir - Punggol Blk 475C (DS)
PCF Sparkletots Preschool @ Bishan East - Sin Ming Blk 197 (KN)
PCF Sparkletots Preschool @ Boon Lay Blk 262
PCF Sparkletots Preschool @ Bukit Gombak Blk 535 (DS)
PCF Sparkletots Preschool @ Changi Simei Blk 233 Extn Blk 141 (CC)
PCF Sparkletots Preschool @ Eunos Blk 620 (CC)
PCF Sparkletots Preschool @ Kampong Chai Chee Blk 135 (KN)
PCF Sparkletots Preschool @ Kampong Chai Chee Blk 424 (CC)
PCF Sparkletots Preschool @Kembangan - Chai Chee Blk 116 (DS)
PCF Sparkletots Preschool @ Kreta Ayer - Kim Seng Blk 79 (EY)
PCF Sparkletots Preschool @ Limbang Blk 543 (EY)
PCF Sparkletots Preschool @ Macpherson Blk 108
PCF Sparkletots Preschool @ Marsiling Blk 32
PCF Sparkletots Preschool @ Nanyang Blk 934 (KN)

PCF Sparkletots Preschool @ Pasir Ris Central Blk 412
PCF Sparkletots Preschool @ Pioneer Blk 694
PCF Sparkletots Preschool @ Potong Pasir Blk 143
PCF Sparkletots Preschool @ Punggol Coast Blk 602
PCF Sparkletots Preschool @ Punggol Shore (EY)
PCF Sparkletots Preschool @ Radin Mas (CC)
PCF Sparkletots Preschool @ Radin Mas Blk 70A (KN)
PCF Sparkletots Preschool @ Sengkang Central Blk 208 (CC)
PCF Sparkletots Preschool @ Sengkang East Blk 143
PCF Sparkletots Preschool @ Sengkang North Preschool Blk 292B (KN)
PCF Sparkletots Preschool @ Sengkang West Blk 351
PCF Sparkletots Preschool @ Serangoon Blk 226
PCF Sparkletots Preschool @ Tampines Changkat Blk 358
PCF Sparkletots Preschool @ Telok Blangah Blk 44 (CC)
PCF Sparkletots Preschool @ Telok Blangah Blk 78A (DS)
PCF Sparkletots Preschool @ Toa Payoh
PCF Sparkletots Preschool @ Toa Payoh Central Blk 157
PCF Sparkletots Preschool @ Whampoa Blk 105
PCF Sparkletots Preschool @ Woodgrove Blk 364
PCF Sparkletots Preschool @ Yew Tee Blk 608 (DS)
PCF Sparkletots Preschool @ Yuhua Blk 317 (KN)
Pearl Lee
Pendharkar Radhika Ajit
Phoon Siew Chuan
Poh Gwat Eng
Poh Hee Hong
Poo Xinyi
Prasanna Govindarajan
Precious Winlove Luyao Lumagbas

Q

Quek Dennis
Quek Rebecca
Quek Shengyu Matthew

R

Radhakrishnan Akila Gayathri
Rani Vinod Agnihotri
Raphael Souw Han Jie
Ravichandran Aishwarya
Ray Ong Chin Chuan
Red Hat Asia Pacific Pte Ltd
Red Swastika School

Reid Gillian
Riverlife Kindergarten
Ronald Lee Min Loong

S

SailPoint Technologies Pte Ltd
Sathivelu Kayalvizhi
Seah Siok Teng Teng
Selena Heng
Seletar Country Club
Selvaraj Balakrishnan
Sembawang Primary School
Seng Hwee Khim
SH Design & Build Pte Ltd
Shahnaz Banu Goodenough binte Jeffry Tafsir
Shamen Selva Kumar
Sheng Siong Group
Sheng Siong Supermarket Pte Ltd
Shum Sze Yeung Sam
Sim Huat Shirley
Sim Hui Ying Yvonne
Sim Jessica
Sim Jian Wei
Sim Shyuan Jing
Sim Sock Leng
Sim We-Lynn
Simple Systems Pte Ltd
Singapore Airlines
Singapore Island Country Club
Singapore Pools (Private) Limited
Siti Fadillah Mohamed Noor
SMRT Corporation Ltd
Sng Xiu Wen Jazlin
Societal
Soh Ah Tee Susan
Soka Gakkai Singapore
Srinivas Vaddi
Standard Chartered Bank
Studio Daydream
Sue Lim Sok Hoon
Sumi Yati
Sun Li Hong
Sunflower Preschool @ Pasir Ris Pte Ltd
Su-Ying Mylene
Syvester Song Shi Jun

T

Tahirah Mohamed
Tan Anna
Tan Chunyan
Tan Denise
Tan Eiffel
Tan Gim Li
Tan Hung Bak
Tan Jing Lei Mildred
Tan Kok Chuan @ Tan Wee Thian
Tan Lay Choo
Tan Li Hong
Tan Li Lian
Tan Li Yan
Tan Li Ying Charlene
Tan Ling Yue, Gloria
Tan Siew Hong
Tanah Merah Country Club
Tang Sok Yee Shirley
Tania Justine Rodrigues
Tann Soon Aun Kevin
Tay Pick Chiat (Zheng Bijie)
Technics Communication & Electronics Pte Ltd
Teh Li Yan Christine
Temasek Polytechnic
Teng Ai Wei (Kendra)
Teng Fong Ling Regina
Teo Yong Shen
Teo Zhe Wei Kendrick
Tey Ling Ling
The Clan Hotel, Singapore
The Little Skool House at Downtown East
The Little Skool House International at Tampines Junction
The Little Skool House International PL at The Ministry Of Education
The Little Skool House International Pte Ltd (At-Ngee-Ann-Polytechnic)
The Little Skool House International Pte Ltd (By-The-Lake)
The Little Skool House International Pte Ltd (Ulu Pandan Community Building)
The Write Connection (Ang Mo Kio)
The Write Connection (Bishan Community Club)
The Write Connection (Bukit Timah)
The Write Connection (Choa Chu Kang)
The Write Connection (City Square Mall)
The Write Connection (Jurong Gateway)
The Write Connection (Parkway Parade)

The Write Connection (Punggol Plaza)
 The Write Connection (Tampines)
 The Write Connection (Toa Payoh)
 The Write Connection (Woodlands)
 The Write Connection (Woodleigh)
 Tian Jing
 Tony Gui
 T-Pride Pte Ltd (now known as T-Prep Pte Ltd)
 TSC Education Lab (Admiralty)

U

Uni-Asia Group Limited

V

Vallen Asia
 VDL Enabling Technologies Group (Singapore) Pte Ltd
 Verztec Consulting Pte Ltd
 Village Hotel Changi

W

Wang Jia
 Wang Learning Centre (Ang Mo Kio Branch)
 Wang Learning Centre (Bukit Timah Branch)
 Wang Learning Centre (Clementi Branch)
 Wang Learning Centre (Hougang Branch)
 Wang Learning Centre (Jurong East Branch)
 Wang Learning Centre (Main Branch - Marine Parade)
 Wang Learning Centre (Punggol Branch)
 Wang Learning Centre (Serangoon Branch)
 Wang Learning Centre (Tampines Branch)
 Wang Learning Centre (Yishun Branch)
 Wang Shufang Berry
 Wang Xiaojing
 Warren Golf & Country Club
 Wee Eng Choo Maggie

Wei Ai Rong
 Weng Xue Qing
 Wheels@Ubin
 Whiz Kids Montessori @ Hougang Pte Ltd
 Wine Marvel Pte Ltd
 Winston Wong
 Woh Hup (Private) Limited
 Wong Ke Ning Carisse
 Wong Kwee Keow Emily
 Wong Yoke Chin
 Wong Yuen Yee Pauline

X

Xu Xiu Fang

Y

Yahoo Inc
 Yan Lai Peng
 Yap Ai Lan
 Yarcia Augustus Emmanuel Villar
 Yasmin
 Ye Qing
 Yee Hoong Fai
 Yee Ngan Choy Betty
 Yeo Huang Hao
 Yeo Luo Wei
 Yeong Chui Mee
 Yim Ling
 Yin Lu Lu
 Y-SG Pte Ltd

Z

Zhan Rong
 Zhou Jie



We regret that we are unable to acknowledge all the help and support we have received in the year in these pages. We sincerely thank all our donors, volunteers, supporters, friends and well-wishers who have stood by our cause and made an impact in the lives of persons with disabilities.

How You Can Help

**○ Advocate**

Help raise disability awareness and integrate persons with disabilities into the community.

**○ Fundraise**

If you have an opportunity to raise funds for us, or have ideas how we can do it, please share them with us!

**○ Buy Our Products**

Our Sheltered Workshop offers a wide range of products and services made by a team of more than 100 persons with disabilities. Your support will translate to more training and employment opportunities for them.

**○ Offer Employment**

Providing job opportunities to jobseekers with disabilities will greatly benefit the individuals and allow them to be financially independent.

**○ Donate**

Every donation goes a long way towards helping people with disabilities achieve independence and self-reliance.

**○ Volunteer**

An extra pair of hands is always welcome to provide additional help to our many programmes and services.

**Headquarters**

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SPD@Canberra

21 Canberra Link
#02-03
Bukit Canberra
Integrated Hub
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SPD@Jurong

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SPD@Tampines

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Tampines St 83
#01-237
Singapore 520866

SPD@Toa Payoh

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Singapore 310249

ESH@Tampines

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Tampines West
Community Club
Singapore 529705

Tech Able

20 Lengkok Bahru
Enabling Village
Singapore 159053



Unique Entity No: S64SS0052D
(ROS Registration)

SPD's status as an Institution of a Public Character (IPC)
was renewed for the period from 1 January 2022
to 31 December 2025.