



Government Evaluation Checklist

Reference No: CPGE-201201-000907

Submitted By: S****730I on 25-06-2021 14:03:58 NORMAN TAN KAY SIN

Enhanced

This Enhanced Checklist is for large charities with gross annual receipts or total expenditure of \$10 million or more; And IPCs with gross annual receipts or total expenditure from \$500,000 to less than \$10 million. To change the checklist, please go back to Checklist Selection page.

S/N	Code Guidelines	Code ID	Response	Explanation
Board Governance				
1	Induction and orientation are provided to incoming Board members on joining the Board.	1.1.2	Complied	
	Are there Board members holding staff* appointments?		No	
4	There is a maximum limit of four consecutive years for the Treasurer position (or equivalent, e.g Finance Committee Chairman or person on Board responsible for overseeing the finances of the charity).	1.1.7	Complied	
	Should the charity not have an appointed Board member, it will be taken that the Chairman oversees the finances.			
6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied	

S/N	Code Guidelines	Code ID	Response	Explanation
	Are there Board member(s) who have served for more than 10 consecutive years?		Yes	
7	The charity discloses in its annual report the reasons for retaining Board member(s) who has served for more than 10 consecutive years.	1.1.13	Complied	
8	There are documented terms of reference for the Board and each of its Board committees.	1.2.1	Complied	
5	All Board members submit themselves for re-nomination and re-appointment, at least once every three years.	1.1.8	Complied	
3	There are written job descriptions for their executive functions and operational duties which are distinct from their Board roles.	1.1.5		
2	Staff* does not chair the Board and does not comprise more than one-third of the Board.	1.1.3		
Human Resource and Volunteer* Management				
13	There is a documented Code of Conduct for Board members, staff* and volunteers* (where applicable) which is approved by the Board.	5.3	Complied	
15	There are volunteers* management policies in place for volunteers*.	5.7	Complied	
12	The Board approves documented human resource policies for staff.	5.1	Complied	
14	There are processes for regular supervision, appraisal and professional development of staff*.	5.5	Complied	
	Are there volunteers* serving in the charity?		Yes	
Conflict of Interest				

S/N	Code Guidelines	Code ID	Response	Explanation
10	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied	
9	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied	
Strategic Planning				
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied	
Financial Management and Internal Controls				
16	There is a documented policy to seek Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of its core charitable programmes.	6.1.1	Complied	
20	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied	
	Does the charity invest its reserves, including fixed deposits?		Yes	
18	The Board ensures reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	
17	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
21	The charity has a documented investment	6.4.3	Complied	

S/N	Code	Guidelines	ID	Response	Explanation
19		<p>policy approved by the Board.</p> <p>The Board ensures that there is a process to identify, regularly monitor and review the charity's key risks.</p>	6.1.4	Complied	
26		<p>Disclosure and Transparency</p> <p>The charity discloses the exact remuneration and benefits received by each Board member in its annual report. OR The charity discloses that no Board members are remunerated</p>	8.3		
24		<p>The charity discloses in its annual report: i. Number of Board meetings in the year; and ii. Individual Board member's attendance.</p>	8.2	Complied	
25		<p>No Board member is involved in setting his or her own remuneration.</p>	2.2		
29		<p>The charity discloses the number of paid staff* who are close members of the family* of the Executive Head or Board Members, who each receives remuneration exceeding \$50,000 during the year, in bands of \$100,000. OR The charity discloses that there is no paid staff* who are close members of the family* of the Executive Head or Board Member, who receives more than \$50,000 during the year.</p>	8.5	Complied	
		<p>Are Board members remunerated for their Board services?</p>		No	
27		<p>No staff is involved in setting his or her own remuneration.</p>	2.2	Complied	
		<p>Does the charity employ paid staff?</p>		Yes	

S/N	Code Guidelines	Code ID	Response	Explanation
	The charity discloses in its annual report: i) The total annual remuneration (including any remuneration received in its subsidiaries), for each its three highest paid staff*, who each receives remuneration exceeding \$100,000, in bands of \$100,000; and			
28	ii) If any of the 3 highest paid staff* also serves on the Board of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its staff* receives more than \$100,000 in annual remuneration each	8.4	Complied	
	Fundraising Practices All donations-in-kind received are properly recorded and accounted for by the charity.			
23	Did the charity receive cash donations (solicited or unsolicited) during the year?	7.2.3	Yes	
	Did the charity receive donations-in-kind during the year?		No	
22	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
	Public Image The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.			
30		9.2	Complied	

* Please refer to [GEC Footnote](#)

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Declaration

Full Name as per ID

NORMAN TAN KAY SIN

ID Type

NRIC (PERMANENT RESIDENT)

ID No.

S****730I

Email Address

normankstan@fathers.com.sg

Designation (within Organisation)

Group Head, Volunteer Resource &
Governance

- I hereby declare that, all the Governing Board Members/ Charity Trustees/ Key Officers have been advised of the disqualification clauses in the Charities Act and that none of them named above are undischarged bankrupts nor have they been convicted of any offence involving fraud, dishonesty, deception or moral turpitude in a court of law.
- I hereby declare that the information given in this form and the attached supporting documents to be true, correct and complete.

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