



## **ANNUAL REPORT**

**01 Apr 2023 - 31 Mar 2024**

**FY2023/2024**

## ABOUT US

The Singapore Hockey Federation (“the Federation” or “SHF”) is a society registered in Singapore with the Registrar of Societies (“ROS”) under the Societies Act (Chapter 311) and has its registered office at 57 Anchorvale Road, #02-08 Seng Kang Sports & Recreation Centre, Singapore 544964.

The Federation was registered as a Charity under the Charities Act (Chapter 37) on 10 December 2010 and was granted Institutions of a Public Character (“IPC”) status from 31 March 2021 to 30 March 2024. The Federation’s Charity Unique Entity Number is S92SS0120J and its Entity Registration Number is 0175/1992(ROS), 61146710000G(CRN).

## KEY OBJECTIVES

|                       |   |
|-----------------------|---|
| NSA Governance:       | Enhance productivity and staff capability                                   |
| Business Capability:  | Implement Sponsorship and Media Plan  |
| Pathways Development: | Advance Participation and Technical Plan                                    |
| High Performance:     | Regular Qualification to Higher Level Regional & International Competitions |
| Community Engagement: | Advancement of Hockey and Promote Active Participation and Health           |

## VISION

Empowering a vibrant, inclusive, and inspiring hockey community.

## MISSION

To encourage, promote, develop, and manage the game of Hockey in Singapore and to build and sustain a healthy sporting environment amongst the masses.

## GUIDING PRINCIPLES

- Long Term Planning
- Engagement
- Flexibility and Agility

## GOVERNING BOARD

The Federation is led by fifteen (15) Executive Board (“EB”) members from 1 Apr 2023 – 31 Mar 2024. The EB members consist of ten (10) elected at the Annual General Meeting (“AGM”) of the Federation held on 26 Sep 2022 for a four (4) years term, Athlete Commission Chair elected on 18 Nov 2022 for a four (4) years term and 4 appointed members by the elected members on 21 Nov 2022 for a two (2) years term. The names and designations of the current EB members are as follows: -

|                          |                        |
|--------------------------|------------------------|
| President                | Mr Mathavan Devadas    |
| Deputy President         | Mr Aw Bang Hui         |
| Treasurer                | Mr Wayne Soo           |
| Asst. Treasurer          | Ms Latha Natarajan     |
| Secretary General        | Mr Abdul Samad         |
| Asst. Secretary General  | Ms Bernetta Tan        |
| Vice President           | Ms Rilaini Sapari      |
| Vice President           | Mr Shamir Osman        |
| Vice President           | Mr Desmond Ang         |
| Vice President           | Ms Lilian Chee         |
| Athlete Commission Chair | Mr Tan Kwee Yong       |
| Appointed Member         | Ms Tay Siu Hua         |
| Appointed Member         | Mr Jaya Moorthi        |
| Appointed Member         | Mr Srikanth Kakulapati |
| Appointed Member         | Mr Mahipal Singh       |

## AFFILIATIONS

The Federation remains affiliated with International Hockey Federation (“FIH”), the Asian Hockey Federation (“AHF”) and the Singapore National Olympic Council (“SNOC”) and is a sports partner of Sports Singapore (“SportSG”).

There are currently 36 Affiliates of the Federation comprising 35 Full Members and 1 Associate Members. Attached in Appendix 1 is a list of the Affiliates.

## ANNUAL GENERAL MEETING

The 31<sup>st</sup> Annual General Meeting of the Federation was held on Friday, 22 September 2023 at CoachSG Room, Level 1, located in Sport Singapore office.

Stamford Assurance was appointed as the Federation’s external Auditors for the period of April 2023 to March 2024 until the next Annual General Meeting.

## CONSTITUTION

The Federation’s constitution 2022 was last amended with further suggestions from the Registry of Societies and passed on 29 March 2022 during a virtually held Extraordinary General Meeting and circulated to all affiliates.

## GOVERNING BOARD

| EXECUTIVE BOARD MEMBERS |  |                                       |   |
|-------------------------|--|---------------------------------------|---|
| NAME                    | CURRENT APPOINTMENT                      | OCCUPATION                            | PAST APPOINTMENT(S)   |
| Mathavan Devadas        | President,<br>26 Sep 2022                | Lawyer                                | President, 31 Oct 2020<br>President, 7 Aug 2018<br>President, 21 Jul 2016<br>President, 31 Oct 2014<br>Vice-President, 28 Jun 2012<br>Vice-President, 29 Jun 2010<br>Council Member, 26 Jun 2008<br>General Secretary, 2002<br>General Secretary, 2000<br>General Secretary, 1998<br>Vice-President, 1996<br>Vice-President, 1994 |
| Aw Bang Hui             | Deputy President,<br>26 Sep 2022         | Engineer                              | Vice-President, 31 Oct 2020<br>Vice-President, 7 Aug 2018<br>Vice-President, 21 Jul 2016  |
| Wayne Soo               | Treasurer,<br>26 Sep 2022                | Managing Partner                      |   |
| Latha Natarajan         | Asst. Treasurer,<br>26 Sep 2022          | Finance Director                      |   |
| Abdul Samad             | Secretary General,<br>26 Sep 2022        | Teacher                               | General Secretary, 31 Oct 2020<br>General Secretary, 7 Aug 2018<br>Council Member, 21 Jul 2016  |
| Bernetta Tan            | Asst. Secretary General,<br>26 Sep 2022  | HR Business Partner                   |   |
| Rilaini Sapari          | Vice President,<br>26 Sep 2022           | Teacher                               | Asst General Secretary, 31 Oct 2020<br>Asst General Secretary, 7 Aug 2018<br>Asst General Secretary, 21 Jul 2016<br>Council Member, 31 Oct 2014<br>Council Member, 29 Jun 2010<br>Council Member, 26 Jun 2008<br>Council Member, 28 Jun 2006  |
| Shamir Osman            | Vice President,<br>26 Sep 2022           | Marketing/<br>Communications          | Asst Treasurer, 31 Oct 2020   |
| Desmond Ang             | Vice President,<br>26 Sep 2022           | Strata Manager                        | Vice-President, 31 Oct 2020<br>Council Member, 7 Aug 2018   |
| Lilian Chee             | Vice President,<br>26 Sep 2022           | Public Servant                        |   |
| Tan Kwee Yong           | Athlete Commission<br>Chair, 21 Nov 2022 | Market Lead                           |   |
| Tay Siu Hua             | Appointed Member, 21<br>Nov 2022         | Lead Specialist                       |   |
| Jaya Moorthi            | Appointed Member, 21<br>Nov 2022         | Vice-President,<br>Global Procurement | Vice-President, 31 Oct 2020<br>Vice-President, 7 Aug 2018   |
| Srikanth Kakulapati     | Appointed Member, 21<br>Nov 2022         | Director                              |   |
| Mahipal Singh           | Appointed Member, 21<br>Nov 2022         | General Manager                       |   |

From 1 April 2023 to 31 March 2024, eleven (11) EB Meetings were held. Attached in Appendix 2 is a Record of Attendance of EB Members at meetings held during the said period.

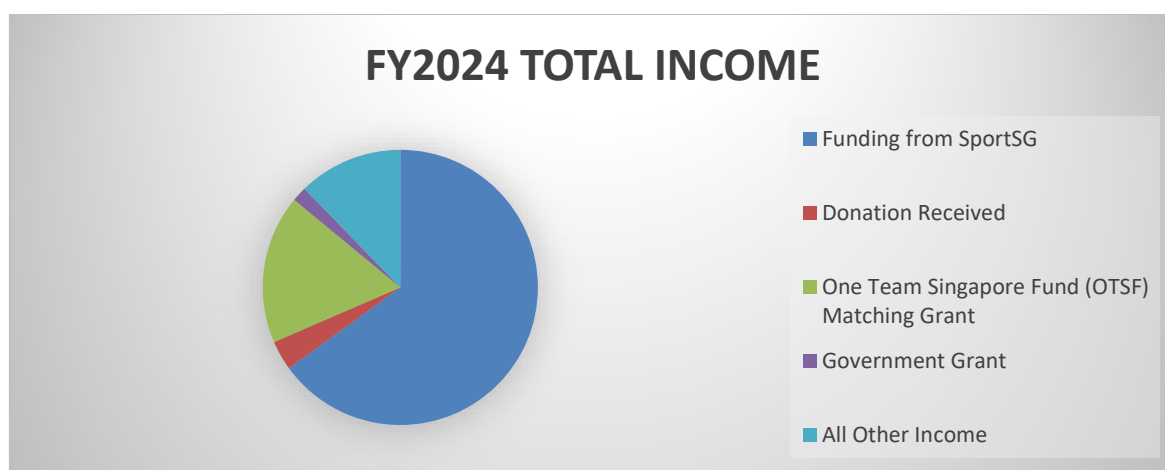
Between EB Meetings, urgent decisions continued to be made by circulation through e-mail communication and subsequently reconfirmed at the subsequent EB Meeting.

Current membership of Sub-Committees was reviewed and nominations were sought from affiliates following the Annual General Meeting held on 26 Sep 2022. A list of Sub-Committee members is attached in Appendix 3.

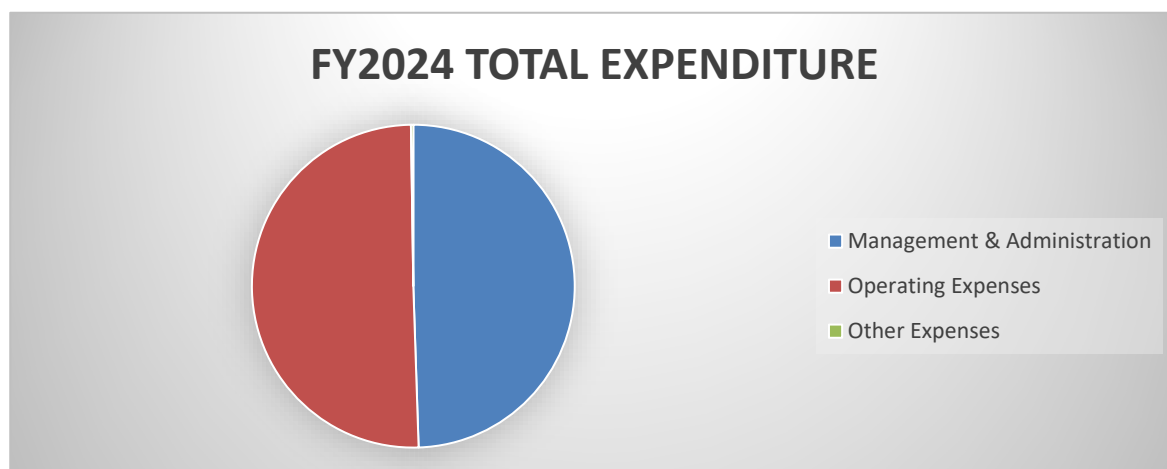
Attached in Appendix 4 is the Secretariat Organisational structure.

## SUMMARY OF FINANCIAL PERFORMANCE

| <b>TOTAL INCOME</b>                           | <b>FY2023</b><br><b>\$1,756,658</b> | <b>FY2024</b><br><b>\$1,829,924</b> |
|---|-------------------------------------|-------------------------------------|
| Funding from SportSG                          | <b>\$1,126,019</b>                  | <b>\$1,189,398</b>                  |
| Donation Received                             | <b>\$270,500</b>                    | <b>\$64,035</b>                     |
| One Team Singapore Fund (OTSF) Matching Grant | <b>\$130,000</b>                    | <b>\$320,000</b>                    |
| Government Grant                              | <b>\$22,356</b>                     | <b>\$31,878</b>                     |
| All Other Income                              | <b>\$207,783</b>                    | <b>\$224,613</b>                    |



| <b>TOTAL EXPENDITURE</b>    | <b>FY2023</b><br><b>\$1,952,653</b> | <b>FY2024</b><br><b>\$2,155,350</b> |
|-----------------------------|-------------------------------------|-------------------------------------|
| Management & Administration | <b>\$1,164,875</b>                  | <b>\$1,066,372</b>                  |
| Operating Expenses          | <b>\$779,557</b>                    | <b>\$1,083,901</b>                  |
| Other Expenses              | <b>\$8,221</b>                      | <b>\$5,077</b>                      |



## **STAFF**

Derek Chong is the General Manager since 4 April 2022.

M S Pasupathy, the Tournament and Event Executive left SHF on 7<sup>th</sup> February 2024. Sivaranjani Ananthakrishnan joined on 11<sup>th</sup> March 2024 as temporary Tournament and Event Executive for a period of 3 months.

Ho Wei Hong is the High-Performance Executive since 22 August 2022.

Tricia Teng, the Sports Operations and Development Executive left SHF on 8th January 2024. Geoffrey Ho joined on 1<sup>st</sup> January 2024 as temporary Sports Operations and Development Executive for a period of 3 months.

Sugitha Pillai, the Finance and HR Executive left SHF on 31 August 2023. Edmund Caroline covered this role as temporary from 22 September 2023 to 10 January 2024. Maggie Tiew joined on 17 January 2024 as temporary Finance and HR Executive for a period of 3 months.

We continue to have strong engagement with our external partners, such as Republic Polytechnic and ITE, to bring in interns on a yearly basis. These partnerships help provide the students, who are aspiring to join the sports industry, with first-hand experience of what the job entails and allow them to hone their skills in different roles and put them in good stead for their future roles.

## **TECHNICAL DIRECTOR**

Mathias Ahrens is the Technical Director since 7 April 2022. His role involves overseeing both Field and Indoor hockey with more ownership for indoor due to his immersive experience. He is responsible for the creation of our long-term hockey development (LTHD) program and executing it via our youth development and community engagement sub-committee.

## **MEN'S HEAD COACH (Field)**

Coach Krishnan Vijayan Naidu is our current Men's Head Coach.

## **WOMEN'S HEAD COACH (Field)**

Coach David Viner had his contract ended on 31 October 2023. This position was handed over to Henry Wong who joined on 28 September 2023 and officially took over from 31 October 2023.

## **COACHING ARRANGEMENT**

### **FIELD**

|                               |  |
|-------------------------------|--|
| Men's Senior National Team:   | Krishnan Vijayan Naidu and Robin Ng                                |
| Men's Development Team:       | Krishnan Vijayan Naidu and Rege Abhijit                            |
| Women's Senior National Team: | David Viner and Priscilla Koh / Henry Wong and Harry York          |
| Women's Development Team:     | David Viner and Kanan Packrisamy / Henry Wong and Kanan Packrisamy |
| Goalkeeper Coach:             | Maheswaran Thanagopal  |
| Talent Group Boys:            | Tan Yi Ru, Muhammad Baqir / Mohammed Sabri                         |
| Talent Group Girls:           | Luo Yingying, Mohamad Iskandar                                     |

### **INDOOR**

|                        |                 |
|------------------------|-----------------|
| Men's National Team:   | Redzuan Ponirin |
| Women's National Team: | Nordin Manaff   |

## **COMPLIANCE WITH THE CHARITIES ACT/ CHARITIES**

### **(INSTITUTIONS OF A PUBLIC CHARACTER) REGULATIONS**

#### **MANAGING CONFLICTS OF INTEREST**

As an organization which is a registered charitable organization with IPC status, the Federation has put in place a Policy relating to the management and avoidance of Conflicts of Interest. All EB, Sub-Committee and Staff members are required to sign the prescribed Declaration of Conflict-of-Interest form when they are elected or appointed and thereafter annually and whenever there occurs any material change in the information contained in their respective declarations.

#### **WHISTLEBLOWING POLICY**

The Federation requires its Council members, officials, and employees to observe high standards of honesty, ethical and legal conduct, and accountability.

The SHF therefore has in place, a whistle-blowing policy to address concerns about possible wrongdoings or improprieties in financial or other matters within the charity.



## RESERVES POLICY

The reserves that the Federation has set aside provide financial stability and the means for the continuous development of our principal activity. We maintain our reserves at a level that is at least equivalent to one month of the Secretariat's Operating Expenses based on our total reserves and annual operating expenses.

Every quarter, The EB reviews the number of Reserves that are required to ensure that they are adequate to fulfil its continuing financial obligations.

Our Current Reserves position is as follows:

|  | <b>FY2024</b> | <b>FY2023</b> | <b>% Increase / (Decrease)</b> |
|--|---------------|---------------|--------------------------------|
| <b>Unrestricted Funds</b>                                | \$83,571      | \$2,423       | 3349%                          |
| <b>Restricted Funds</b>                                  | \$1,181,077   | \$1,543,886   | (23%)                          |
| Total Management / Administration Expenditure            | \$2,155,290   | \$1,952,653   | 10%                            |
| <b>Ratio of Reserves to Annual Operating Expenditure</b> | 0.58          | 0.79          | (26%)                          |

## ANNUAL REMUNERATION OF KEY EXECUTIVES

The annual remuneration of the Federation's key management executives is disclosed in the Audited Accounts. We have one staff remunerated at more than S\$100,000 in their annual total package.

## DISCLOSURE OF REMUNERATION AND BENEFITS RECEIVED BY EXECUTIVE BOARD MEMBERS

No Executive Board Members were remunerated for their Board services in the financial year.

## DISCLOSURE OF RETAINING BOARD MEMBERS WHO HAVE SERVED ON THE BOARD FOR MORE THAN 10 CONSECUTIVE YEARS

There had been no other nominations for President besides Mathavan Devadas and a succession planning is in place such that there would be someone else being nominated for President in the next election.

## DISCLOSURE OF PAID STAFF WHO ARE CLOSE MEMBER OF THE FAMILY OF THE EXECUTIVE HEAD OR BOARD MEMBERS WHOSE REMUNERATION EXCEED \$50,000

No paid staff remunerated more than \$50,000 are close member of the family of the executive head or board members.

## RE-ELECTION OF BOARD MEMBERS

The term of office of Elected board members is 4 years as part of the strategic alignment with the 4-year cycle of Major Games.

## **CONFLICT OF INTEREST OF SHF STAFF**

Employees are not allowed to serve on the Executive Committee or Council as a member. All employees are required to submit a declaration of Conflict of Interest upon joining the SHF. They are not permitted to participate in any decisions which involve matters in which they are conflicted.

## **ONLINE GOVERNANCE EVALUATION CHECKLIST VIA CHARITY PORTAL**

The Federation has submitted the Online Governance Evaluation Checklist via the Charity Portal for the Financial Year from 01 April 2023 to 31 March 2024.

## **COMPLIANCE WITH CODE OF GOVERNANCE**

The SHF constantly works towards full compliance with the Charities Act, Charities (Institutions of a Public Character) Regulations, SportSG's Financial Regulations, and the Code of Governance for Charities and IPCs and takes steps to address weaknesses where appropriate.

## **EXTERNAL AUDITORS**

The Federation's Auditors who were appointed at the last Annual General Meeting held on 22 September 2023 for the term until the next Annual General Meeting in 2024 are Stamford Assurance, Certified Public Accountants.

## **BANKER**

The Federation maintains accounts with United Overseas Bank and DBS Bank.

## **FUTURE PLANS**

To continue seeking donations via online campaign and email appeals. To maintain database of sponsors, regular communication with them and develop a systemic program to solicit for sponsorship to defray costs. To develop a commission-based partnership with established sports organisations to drive revenue for our flagship events.

## **HIGH PERFORMANCE & ATHLETE SELECTION**

### **MEN'S SENIOR TEAM**

April 2023

The Men's Team travelled to Johore Bahru on 01 April to play a practise match with SSTMI. The Men Team won 6-2. The Men Team played 2 practise matches with the Australia Country Team at Sengkang Hockey Stadium on 05 and 06 April. The Men Team lost the 1st game 4-5 but won the 2nd game 1-0. The Men Team last preparation trip before SEA Games was to KL where they play 2 matches with the Malaysian Ex International Team. The Men Team won both the matches with the score line of 3-1 and 2-0.

May 2023

#### **SEA Games**

The Men's team participated in the SEA Games in Cambodia, achieving a credible result winning the silver medal. The results are as follows:

|                  |          |
|------------------|----------|
| Indonesia        | Drew 2-2 |
| Malaysia         | Lost 3-4 |
| Cambodia         | Won 4-1  |
| Thailand         | Won 6-1  |
| Malaysia (Final) | Lost 0-3 |

August 2023

The Men Asian Games Training Squad began preparation in June and in August played Johore national league teams. The team won both the matches 3-1 and 4-0.

September/October 2023

The Men's Asian Games Squad went into from 03rd September 2023 to 08th September 2023, in Ipoh. They played 4 matches against Perak state team, winning all matches, 2-1, 3-1, 2-0 and 2-1. They also played the Perak SUKMA squad and won 3-1.

#### **Asian Games**

The Men's Team finished 12<sup>th</sup> out of twelve teams in the Asian Games on 7/10/23. Some of the results did not reflect the performance of the team which was commendable given the average age of the players. . Last 2 matches with Uzbekistan and Thailand, the results do not reflect the team performance on the field. In both matches, the men team took the lead but unable to maintain the lead, with a under strength team. 3 players not able to play due to injuries in previous matches.

Below are the results.

|            |           |
|------------|-----------|
| Pakistan   | Lost 0-11 |
| India      | Lost 1-16 |
| Bangladesh | Lost 3-7  |
| Japan      | Lost 0-14 |



|            |          |
|------------|----------|
| Uzbekistan | Lost 1-2 |
| Thailand   | Lost 2-3 |

December 2023

The first EW Barker Cup was organised as an annual event to be played by second tier teams in Asia.

The Men's Team performed well and emerge Champions.

Below are the results.

|                  |                                    |
|------------------|------------------------------------|
| Hong Kong China  | Won 3-1                            |
| Thailand         | Drew 3-3                           |
| Chinese Taipei   | Won 3-1                            |
| Thailand (Final) | Drew 1-1 (4-3 SO) Win on shootout. |



*Southeast Asia Games 2023*



*Asian Games 2023*



*4 Nations E.W. Barker Cup 2023*

## MEN'S U21 TEAM

July 2023

The SG U21 Men Team participated in the 2023 Taiwan International Mens Hockey Tournament, held in Nantou, Taiwan. There was total five teams which took part, namely, Hong Kong, South Korea, Nantou County, Chinese Taipei and Singapore.

The SG U21 Men team comprised mainly of U21 players who had never participated in an international tournament before. The average age of the team was 19 years with the youngest player being 15 and oldest being 23. The purpose of fielding this inexperienced and youthful team was to give them the understanding of international level play and the playing standards. In comparison, except for South Korea, the opposing teams fielded their senior national teams who were much more experienced, older, and physically dominant players.

Below are the results.

|                |           |
|----------------|-----------|
| Hong Kong      | Lost 1-5  |
| Korea          | Lost 2-13 |
| Nantou         | Lost 1-3  |
| Chinese Taipei | Lost 1-11 |
| Thailand       | Lost 0-7  |



*Taiwan Nantou International Men's Hockey Tournament 2023*



## **WOMEN'S SENIOR TEAM**

The Women's Senior Team had a busy year with SEA Games, Asian Games, the inaugural Annabel Pennefather Cup and Hong Kong 4 Nations Invitational.

### **April 2023**

The Women's Team played 3 practice matches with the Australia Country Team at Sengkang Hockey Stadium on 04, 05 and 06 April. The score lines were 2-3, 0-1 and 1-1.

### **May 2023**

#### **SEA Games**

The women were unlucky to draw against Indonesia and Cambodia But won their last pool match to clinch the Bronze Medal.

Below are the results.

|           |          |
|-----------|----------|
| Indonesia | Drew 2-2 |
| Malaysia  | Lost 1-4 |
| Cambodia  | Drew 2-2 |
| Thailand  | Won 1-0  |

### **August 2023**

To prepare for Asian Games the team travelled to Indonesia for two matches. The women drew 1-1 and won 1-0 against the Indonesian national team.

### **September/October 2023**

The Women Asian Games Training Camp KL: Wed Sept 6 - Sat Sept 9. They played three practice matches in KL against the Selangor State team (2022 Razak Cup champions).

Unfortunately, in the first two matches Selangor included more of their development players than we would have expected. So, the Women Team won the first game 6 - 2 and second game 5 - 1. The third game, the Women Team played against the Selangor's National Players Team. They won the match 1 - 0.

#### **Asian Games**

The women played in the 19<sup>th</sup> Asian Games. Match 1 the team played eventual AG finalists, Korea. Match 2 was always going to be a completely different challenge against India. Unlike Korea, India had come thru a preparation of many high-level matches, and this was their first AG match, so they were fresh and keen to start AG well. Match 3 Hong Kong China have been close rivals will Singapore for some time and most of the time the women team have had their measure but rarely by more than a goal or two. Match 4 the women team never got going against Malaysia and against a team normally confident against Singapore and the Singapore women team were without an important striker. The Singapore women just couldn't apply enough pressure up front to challenge the Malaysia defence. So, they ended up needing to play too much hockey in their own half. As a result, they conceded to many PC's. Match 5 (7th v 8th) Kazakhstan have always challenged Singapore women team in a similar manner as HK, although they are far more aggressive, and results have been win-loss-win-loss over a few years now.

Below are the results.

|                 |           |
|-----------------|-----------|
| Korea           | Lost 0-4  |
| India           | Lost 0-13 |
| Hong Kong China | Won 1-0   |
| Malaysia        | Lost 1-8  |
| Kazakhstan      | Won 2-0   |

#### December 2023

Singapore hosted its first Annabel Pennefather Cup in December 2023. With two retirements, one unavailability and four injuries from the Asian Games Squad this was a good tournament to build experience for the squad members who missed out on the Asian Games. Two players made their debuts. The team finished runners-up losing on a shoot-out against Hong Kong China.

|                         |                                     |
|-------------------------|-------------------------------------|
| Chinese Taipei          | Won 2-1                             |
| Hong Kong China         | Won 1-0                             |
| Indonesia               | Won 1-0                             |
| Hong Kong China (Final) | Drew 1-1 (2-3 SO) Loss on shootout. |

The team finished 2023 with its highest ever world ranking of #29, #5 in Asia and #2 in South-East Asia.

#### March 2024

The team participated in the 7th Women's Hockey Invitational Tournament in Hong Kong in March 2024. The women team went to this tournament with a view of building depth and playing style of the team as nine players were unavailable. With this in mind five players made their debut with two players under the age of 18.

Below are the results.

|                |          |
|----------------|----------|
| Chinese Taipei | Won 1-0  |
| Hong Kong      | Lost 0-2 |
| Indonesia      | Lost 0-2 |



*Southeast Asia Games 2023*



*Asian Games 2023*



*4 Nations Annabel Pennefather Cup 2023*

## **TALENT GROUP**

November 2023

The U15 Tour to Perth marked the end of the first U15 whole-year program with the Talent Group. This group started as a U14 and participated in last year's U14 KL trip, marking their first international game.

The target of participating in the HWA tournament in Perth was a massive motivation for the group, attracting many players who were selected via the yearly talent identification trials with an open pathway policy. This led to high attendance and commitment.

The games in the group stage went very positively for the boys' team. One win and three draws settled them in 6<sup>th</sup> place in the group, with the same points and a better goal difference than the 5<sup>th</sup> place. The girls' team did not win a game in the group stage. While the girls' team finished on a high, winning the last game and finishing in 13<sup>th</sup> place from 14 teams), the boys' team could not repeat the performances from the group stage and finished 14<sup>th</sup> (from 17 teams).

The learning experience in this tournament was fantastic. The boys' team could compete with Australian teams, even beating one. The girls' team showed exceptional spirit, never gave up, and fought until the last minute, which was the most rewarding benefit of this tournament.

Below are the results.

### **Boys**

Game 1: Singapore vs Flames, 0-0 Draw. (Pool 1)

Game 2: Singapore vs Suns, 2-2 Draw. (Pool 1)

Game 3: Singapore vs Breakers, 1-0 Win. (Pool 1)

Game 4: Singapore vs JM Hornet, 0-3 Loss. (Pool 1)

Game 5: Singapore vs WA Storm, 1-7 Loss. (Pool 1)

Game 6: Singapore vs Team Majulah, 0-0 Draw. (Pool 1)

Game 7: Singapore vs Outbacks, 1-2 Loss. (Cross over)

Game 8: Singapore vs Breakers, 1-3 Loss. (Playoff)

### **Girls**

Game 1: Singapore vs JM Auroras, 0-1 Loss. (Pool A)

Game 2: Singapore vs Highlanders, 0-6 Loss. (Pool A)

Game 3: Singapore vs WA Waves, 0-11 Loss. (Pool A)

Game 4: Singapore vs Mutiara Penang, 0-5 Loss. (Pool A)

Game 5: Singapore vs Ciriello Coaching Academy, 0-7 Loss. (Pool A)

Game 6: Singapore vs Team Outbacks, 0-6 Loss. (Pool A)

Game 7: Singapore vs Breakers, 0-4 Loss. (Cross over)

Game 8: Singapore vs JM Auroras, 1-0 Win. (Playoff)





*Hockey WA International Youth Cup 2023*

## INDOOR HOCKEY PROGRAM

### INDOOR MEN'S SENIOR TEAM

May 2023

#### SEA Games

The competition proved to be challenging with Asian champions Malaysia and a vastly improved Indonesian team proving to be very difficult opponents. The Men's Team performed credibly winning a bronze medal. lost their 1st game 0-7 against the Indonesia Team in the SEA Games.

The Men Team won their 2nd game 4-1 against the Cambodia Team. The Men Team lost their 3rd games against the Malaysian Team with the Score line of 0-5. The Men Team won 11-0 against the Philippines Team on their 4th game. The Men Team lost their last game against the Thailand Team but still manage to clinch the Bronze Medal.

The results are as follows:

|             |          |
|-------------|----------|
| Indonesia   | Lost 1-7 |
| Cambodia    | Won 4-1  |
| Malaysia    | Lost 0-5 |
| Philippines | Won 11-0 |
| Thailand    | Lost 1-4 |

December 2023

The Indoor Men Hockey Team travel to Kuala Lumpur, Malaysia for a training trip from 01 to 03 Dec 2023.

Below are the results.

|               |          |
|---------------|----------|
| DBKL          | Lost 1-6 |
| KPT           | Won 5-3  |
| DBKL          | Drew 6-6 |
| DBKL all-star | Drew 3-3 |



*Southeast Asia Games 2023*

## **INDOOR WOMEN'S SENIOR TEAM**

May 2023

### **SEA Games**

The SEA Games Indoor competition continues to be challenging with the participation of Asian champions Thailand and a very strong Malaysian team. The women were unfortunate not to win a medal, but performed very well in their final match against eventual champions, Thailand, proving that they can be competitive against the best teams.

The results were as follows:

|             |          |
|-------------|----------|
| Malaysia    | Lost 0-8 |
| Indonesia   | Lost 0-4 |
| Cambodia    | Lost 0-1 |
| Philippines | Won 3-1  |
| Thailand    | Drew 2-2 |





*Southeast Asia Games 2023*

## **COACHING**

### **CONTINUING COACHING EDUCATION COURSE**

October

This Year Continuing Coaching Education Course, we will focus on Indoor Hockey. After the 32nd SEA Games, there are some coaches that are interested in learning Indoor Hockey and wanted to know more about the sports. And for the first time, SHF will be organizing the Indoor Hockey League. To arouse Indoor Hockey to other coaches and athletes, the National Indoor Coaches will be conducting the CCE.

Below are the details,

Objective / Topics

1. Indoor Group Tactics from the SEA Games.
2. Indoor Individual Techniques and tactics from the SEA Games.

Conductors

1. Indoor Men's Coach: Redzuan Ponirin
2. Indoor Women Coach: Nordin Bin Manaf



*Continuing Coaching Education Course 2023*

## SHF SG-COACH LEVEL 1 FULL INTEGRATED COACHING

November

The Singapore Hockey Federation has organised the course from 04<sup>th</sup> November to 25<sup>th</sup> Nov 2022. This is the third time for this reworked course. It is being held in three portions with the online e-learning via SportSG-ED portal, F2F theory sessions at SportSG Room and practical sessions at ActiveSG Sport Village @ Jurong Town.

We had seventeen participants for the course.



*SHF SG-Coach Level 1 Full Integrated Coaching 2023*

## AHF-SHF MATCH ANALYSIS COACHING SEMINAR

December

We have invited Mr. Ghazanfar Ali, an Ex-captain of Pakistani field hockey team and head coach of the Ghana hockey team for the 2022 Commonwealth Games as our conductor. The AHF-SHF Match Analysis Coaching Seminar was held in Sengkang Hockey Stadium Level 4 VIP Lounge on 16th and 17th December 2023 during the 4 Nations Hockey Tournament in Singapore.



*AHF-SHF Match Analysis Coaching Seminar 2023*



## COACHES CIRCLE

February

Coaches Circle is held in Sengkang Hockey Stadium Level 4 VIP Lounge on 26<sup>th</sup> January 2024, at 7.30pm.

Below are the Topics and Presenters.

Long-Term Athlete Development – The Science.

Presenter: CoachSG Ng Annabelle.

Long-Term Hockey Development – The Hockey Skill Matrix.

Presenter: SHF Technical Director Mathias Ahrens.

SHF High-Performance Pathway.

Presenter: SHF Senior Women's National Head Coach Henry Wong.

Blue Sky discussion on current challenges, opportunities and how to take coaching forward.

Lead by: SHF Coaching Committee Chairperson Aw Bang Hui.



*Coaches Circle 2024*

## TOURNAMENTS

### Pesta Sukan

Pesta Sukan is a Malay phrase for the Festival of Sports. “Pesta” means festival and “sukan” means sports. Under the partnership of ActiveSG, Team Nila and our competition manager, Mr Suketu C Khabaria, the event was a success.

The event was held between **29 & 30 July and 5 & 6 August 2023** at Sengkang Hockey Pitch. The categories hosted for the event were Hockey 3s for U-10, U-12, and Hockey5s for the U-15, U-17, U-21, Open(Men & Women), Corporate Mixed(International) and Masters.



*Pesta Sukan 2023*

### National Hockey League (Women & Men) 1 & 2 2023

The NHL 1 & 2 games ended on 9 July 2023. The following clubs were the champion in their respective league. Jansenites (MHL 1), Saint Andrew Alumni (MHL 2), Tannibellies (WHL 1) and Team HI (WHL 2).





### **Men's Hockey League 3/4/5 2023**

The Men's Hockey League 3/4/5 commenced on 15 July 2023 and concluded on 15th Oct 2023 with prize presentation performed on 14th & 15th Oct 2023. The (Refer to Appendix 5 for the clubs). The following clubs were the champions in their respective league. Jansenites (MHL 3), Hypernovas (MHL 4) and Singapore Silver Sticks (MHL 5).



### **Indoor League 2024**

Indoor League started on the weekend of 21st October and ended on 26th of November 2023 at ActiveSG@Jurong Town. The Men and Women Team champions were OVA-VJC and Crescent Hockey Club, respectively.



### **National Junior League 2024**

The National Junior League commenced on 6<sup>th</sup> of Jan and concluded on the weekend of 24<sup>th</sup> & 25<sup>th</sup> Feb 2024. This season saw three Boys Divisions and a two Girls Division, played in a single-robin format.





## **OFFICIATING**

### **Umpires / Technical Officers Number**

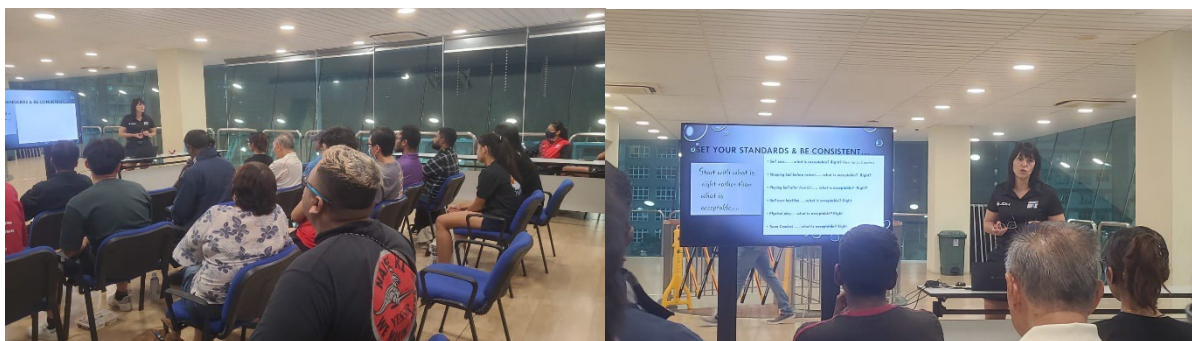
We have 10 Technical Officers and 39 Umpires for FY 2023 - 2024.

Attached in **Appendix 6** for the roll of technical officers and **Appendix 7** for the roll of umpires for FY 2023

### **Umpires Circle**

Umpires Circles were conducted throughout the year as follows:

The first Umpires circle was held on Jan 5, 2023. It was conducted by Mel Trivic from Hockey Australia



The second Umpires Circle on Indoor Rules briefing was held on 20<sup>th</sup> October 2023. It was conducted by David Saunders with over 30 umpires and affiliates attending it.



### **Umpires Course**

Umpires Courses were conducted throughout the year as follows:

10<sup>th</sup> June 2023 was conducted by Mr. Bala Muraly with 12 participants.

9<sup>th</sup> September 2023 was conducted by Mr How Eng Choon with 8 participants.

2<sup>nd</sup> December 2023 was conducted by Miskarmalia Ariffin with 10 participants.

9<sup>th</sup> March 2024 was conducted by Harishoran Silvarajoo with 7 participants.





*Umpire Course, 2023-2024*

### **Asian Games, Hangzhou**

The following Technical Officers and Umpires went to Asian Games in Hangzhou, China.

- Lilian Chee - Asst Technical Delegate
- Khabaria Suketu - Technical Officer
- Rilaini Sapari - Judge
- Cookie Tan - Umpire
- Lim Hong Zhen - Umpire
- Mathavan Devadas - Jury of Appeal

### **Women's Umpire Development Program 2023**

A development program was run on 20th and 21st May 2023 by Minka Wooley (FIH Umpire Manager) and Miskarmalia with 11 women umpires (from Singapore, Australia, Japan, Hong Kong, Malaysia and Thailand).

### **Women's Junior Asia Cup 2023**

Miskarmalia was appointed as Umpire Manager, Bernetta Tan as Technical Officer and Valerie Koh as an Umpire by the Asian Hockey Federation for the Women's Junior Asia Cup 2023, held in Kakamigahara, Japan. 2<sup>nd</sup> June 2023 to 11<sup>th</sup> June 2023.

### **Kyushu Hockey Tournament Umpire Exchange 2023**

Mr. Sean Goh went for an umpire exchange in Kyushu Hockey Tournament. The exchange was from the 16th to the 19th of June 2023.

## **HRH Tuanku Zara Women's International Indoor Tournament 2023 and HRH Sultan Nazrin Shah Men's**

### **International Indoor Tournament 2023**

Mr. Suketu C Khabaria was appointed Technical Delegate for International Indoor Tournament 2023, Malaysia, Ipoh from 6th Nov to 11th Nov 2023.

### **New Zealand Exchange**

Ms. Valerie Koh was appointed to umpire in the HNZ Tournament (Ford National Hockey Championship) from 10th September to 16th September 2023.

### **4 Nations – Singapore 2023**

Below are the appointments for 4 Nations.

- Lilian Chee – TO
- Muhammaed Faizal Bin Hashim – TO
- Sean Chen – TO
- Chloe Loh Yeh Kei – TO
- Rahimah Bte Abdul Aziz – National Umpire
- Harishoran Silvarajoo – National Umpire

### **U21 Men and Woman Indoor Championship 2024**

Miskarmalia Ariffin umpired in the U21 Men and Woman Indoor Championship in Canberra, Australia from 6<sup>th</sup> to 13<sup>th</sup> Jan 2024.

### **FIH Hockey Olympic Qualifiers 2024**

Cookie umpired in FIH Hockey Olympic Qualifiers 2024 Ranchi Women's Team in Jharkhand, India from 13th to 19th of January 2024. Ramesh Appoo was appointed as the technical official.

### **4 Nations – Hong Kong March 2024**

Sally Aldridge and Lim Hui Min were appointed as national umpire and judge for the 4 Nations Event in Hong Kong.

## **YOUTH DEVELOPMENT**

### **SPORTS EDUCATION PROGRAMME**

The Sports Education Programme (SEP) aims to advocate the importance of sports education, encourage sports participation in schools and increase sporting opportunities for the youth.

The SEP may be executed as a solitary session or over multiple classes. In this program, the coaches will engage players in the beginner stage, covering fundamental hockey skills while retaining fun and allowing full player involvement. The program also includes a mini-tournament to provide an opportunity for players to have a sense of a competition-like environment.

Apart from developing hockey, the program also promotes functional movement skills and a holistic approach to athletic development. As more schools embrace this program, SHF aspires to see a growing trend in the level of participation.

### **The Little Red Eye Sponsorship**

In a bid to have more women hockey team in our National Leagues, The Little Red Eye offered a sponsorship for new women teams with a requisite that this new team to participate in the National league in 2024. Hypernova was awarded this sponsorship.

### **Hockey Modular Programs**

The list of schools that explored possibilities of exposing the students to a new sport, and are considering hockey; Waterway Primary School and Pei Hwa Secondary School.



*Modular Taster at Pei Hwa Secondary School, 2023*

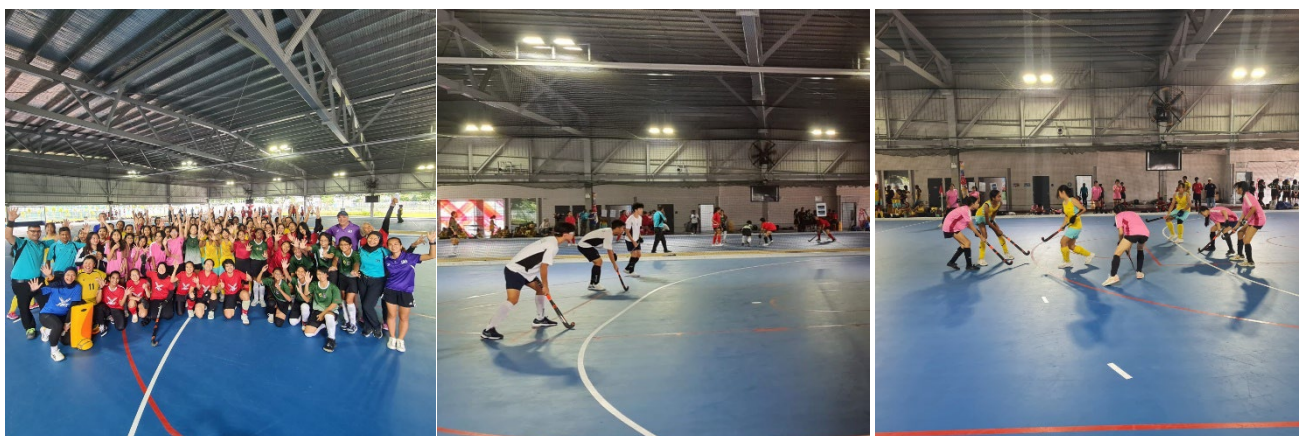


## Indoor Clinics and Carnival

The Indoor Hockey Clinics was first organized and conducted from 20<sup>th</sup> June – 23<sup>rd</sup> June 2024 with the aim to promote the sport, providing knowledge on Indoor Hockey Rules and basic technical skills with participating schools being Victoria, Crescent Girls', Woodlands Ring Secondary, St Nicholas Girls' and Raffles Institution.

A second round of clinics were then conducted from 15<sup>th</sup> August – 24<sup>th</sup> August 2024 with participating schools being Eunioa Junior College, Millenia Institute, Saint Andrew Junior College, Crescent Girl's, Woodlands Ring Secondary, Orchid Park Secondary, Bukit View Secondary, Pei Hwa Secondary, and Jurong West Secondary.

A hockey carnival was held on 26<sup>th</sup> August 2024 with total of 8 boys and 8 teams participating in it to round up the clinics and provide an opportunity for the students who participated in the clinics prior to have a go at playing competitively.



*Indoor Hockey Carnival, 2023*

## COMMUNITY ENGAGEMENT

### LEARN TO PLAY PROGRAM

SHF is keen on engaging the community at the Grassroots Level and was regularly featured in Grassroots and Community events across Singapore. Since FY2020, SHF has organised the Learn To Play programme with the following organisations as part of our community outreach in 2023:

- Radin Mas Community Centre
- Punggol21 Community Centre



*Learn-to-Play at Radin Mas CC Prize Presentation, 2023*

## MARKETING & COMMUNICATIONS

### SOCIAL MEDIA MANAGEMENT

SHF maintains two (2) social media accounts (i.e. Singapore Hockey Facebook and Singapore Hockey Instagram) and the key performance of our accounts are as below (see Table 1). We have developed social media posting guidelines to ensure sustained presence on our accounts, refreshed the social media calendar for 2023 and consolidated the use of hashtags on our social media posts to be more purposeful in driving followers across relevant accounts. SHF has renewed its contract with Activa from November 2022 for a period of twelve (12) months to support SHF in the media amplification of our social posts to achieve greater reach and more followers.

Table 1: Key performance of SHF social media accounts (2024)

| Social media accounts | Followers<br>(as of 15 Jul 2024) | Followers<br>(as of 15 Jul 2024) | % change<br>yoy | Reach<br>(1 Apr 2022 to 31 Mar 2023) | Reach<br>(1 Apr 2023 to 31 Mar 2024) | % change<br>yoy |
|-----------------------|----------------------------------|----------------------------------|-----------------|--------------------------------------|--------------------------------------|-----------------|
| Singapore Hockey FB   | 7, 135                           | 7, 800                           | +9.3%           | 377, 102                             | 395, 200                             | +4.8%           |
| Singapore Hockey IG   | 2, 771                           | 3, 449                           | +24.5%          | 44, 294                              | 55, 300                              | +40.4%          |

### SPONSORSHIP

Football Thai Factory Sporting Goods Co Ltd (FBT) renewed its sponsorship with SHF as the Official Apparel Partner till 30 June 2024. We would like to express our gratitude to FBT for their unwavering support towards the growth and development of hockey in Singapore.



SHFxFTB Promotional Posts



## **MASTERS**

The two appointed affiliates per below participated in the World Master Hockey (WMH) Asian Continental Cup held in Hong Kong from 20<sup>th</sup> to 26<sup>th</sup> November 2023

- Crescent Hockey Club - Over 40's Women Team (Won Gold Medal)
- Orient Maritime Group – Over 40's & Over 50's Men Team (Both teams won Bronze Medal)



*Left to Right: O40's Women, O40's Men & O50's Men Masters Team*

## **MEDICAL**

The role of the Medical Sub-Committee is to provide advice and guidance to the Executive Committee on medical issues specific to hockey to ensure timely and informed decision-making. The committee will conduct Health and Safety Workshop for the National Team players on an annual basis.

The Members of the Singapore Hockey Federation Medical Sub-Committee are listed in Appendix 3.

## **DISCIPLINARY COMMITTEE**

The Disciplinary Committee consists of a panel of dedicated members who attend to disciplinary cases in a fair and firm manner which serves to uphold the decorum and dignity of the game of hockey.

The persons listed in Appendix 3 serve as members of the Disciplinary Sub-Committee.

There was one disciplinary case during the reporting period from April 2023 to March 2024.

## **APPEALS BOARD**

The Appeals Board was appointed to hear and determine appeals from any decision of the EXCO/EB and of the Disciplinary Sub-Committee, in accordance with the procedures set out in the rules governing such appeals and applications.

The persons listed in Appendix 3 serve as members of the Appeals Board.

There was no appeal during the reporting period from April 2023 to March 2024.

## **TRUST FUND**

The Federation set up the Athletic Assistance Trust Fund for promoting and catering to a holistic athlete development to produce successful, dedicated and responsible national and league players who will enjoy and support hockey vision and aspire to represent Singapore in international hockey tournaments.

During the year, 1 athlete benefitted from the trust fund with a total amount of \$4,500 disbursed from the fund.

## **SPORTS EXCELLENCE FUND**

The Federation set up the Sports Excellence Fund to support the financing of athletes and representative teams maintained by SHF for the purpose of participating in international or inter-state competitions as approved by SHF. In addition, such funds could be used to finance expenditure incurred by individual athletes for playing attachments with clubs or teams outside Singapore. This was discontinued in FY 2023 with remaining balance transferred to the Trust Fund. Athletes are encouraged to apply for SpexGLOW via SportSG.

## **THANKING OUR DONORS**

The Federation would like to record its special thanks to all our donors who have given their earnest support, without which many of our events would not have been possible. Moving forward, we would like to intensify our efforts to work with donors on promoting hockey within the community, apart from profiling the sports in international tournaments.

To the following kind donors, we say a big “THANK YOU”:

| <b>Name Of Donors</b>                         |                                  |
|---|----------------------------------|
| Abdul Samad bin Mohamed Ismail                | Martin Goerojo                   |
| BTG Capital Pte Ltd                           | Mathavan Devadas                 |
| Catering Solutions Pte Ltd                    | Mova Automotive Pte Ltd          |
| Cornerstone Warehousing And Logistics Pte Ltd | Onerht Foundation Ltd            |
| Danarajah Sivapragasam                        | Orient Maritime Agencies Pte Ltd |
| Daniel Moss                                   | Quek Sze Boon                    |
| David Yim                                     | Raja Ray                         |
| Dr Kong Chee Seng                             | Ramesh Appoo                     |
| Draco Venture Pte. Ltd.                       | Singapore Golf Association       |
| Envovatek Energy Pte Ltd                      | Subhas Nathan                    |
| Far East Technology Pte Ltd                   | Thirumalia Chandran              |
| G Ramatas                                     | Tobey A Hill                     |
| Global Marine Logistics Pte Ltd               | Union Steel Holdings Ltd         |
| Joanna Ossinger                               | Yong Hup Seng Mesh Co Pte Ltd    |
| Lim Bock Seng                                 |                                  |

## ACKNOWLEDGEMENTS

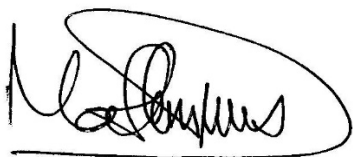
The Singapore Hockey Federation would like to extend its sincere gratitude to its Honorary Advisor, Senior Minister of Singapore and Coordinating Minister for Social Policies Mr Tharman Shanmugaratnam for his continuing guidance and support.

We wish also to record our heartfelt appreciation to Sports Singapore for its unwavering support, funding, invaluable advice and assistance in our execution of programs and our administration.

A very special thanks to our Affiliates who had always given their earnest support and participation to events organised by the Federation.


We also wish to extend our appreciation to the contributions of our Secretariat staff who painstakingly support all our operational and administrative demands. We would also like to thank our national coaching staff, both the full time and part time coaches who have helped to elicit the best out of our national players.

We look forward to many more years of good partnership and vibrant engagement with our stakeholders and the hockey fraternity.



Mathavan Devadas

President



Abdul Samad Bin Mohamed Ismail

Secretary General



## APPENDIX 1: AFFILIATES

| AFFILIATES   |
|--|
| <ol style="list-style-type: none"><li>1. ActiveSG Hockey Academy</li><li>2. ACSOBASG Oldham</li><li>3. ASRJC - AJ Alumni</li><li>4. Balestier Lions Hockey Club</li><li>5. Barkerites Hockey Club</li><li>6. Buccaneers Hockey Club</li><li>7. CHIJ St. Theresa's Convent</li><li>8. Crescent Hockey Club</li><li>9. Eagles Hockey Club</li><li>10. Hawk Hockey Club</li><li>11. Hockey Innovative</li><li>12. Hollandse Club</li><li>13. Hypernova Hockey Club</li><li>14. Jansenites Sports &amp; Academy Pte Ltd</li><li>15. Law Society of Singapore</li><li>16. MOE (PSOEB)</li><li>17. Old Rafflesians' Association</li><li>18. Orient Maritime Group Pte Ltd</li><li>19. Police Sports Association</li><li>20. Prison Sports Association (PSRC Hockey)</li><li>21. Republic Polytechnic</li><li>22. Sikhs Sports Club (Singapore)</li><li>23. Singapore Cricket Club</li><li>24. Singapore Hockey Alliance (Associate Member)</li><li>25. Singapore Khalsa Association</li><li>26. Singapore Polytechnic</li><li>27. Singapore Silver Sticks</li><li>28. St. Joseph's Institution (St. Joseph Hockey Club)</li><li>29. St. Andrew's Alumni</li><li>30. Tannibellies Hockey Club</li><li>31. Tornadoes Hockey Club</li><li>32. United World College Southeast Asia (Dover)</li><li>33. Vanquishers Hockey Club</li><li>34. Varsity Hockey Club</li><li>35. Victoria Junior College (VJC)</li><li>36. Vijayanti Hockey Club</li></ol> |

## APPENDIX 2: MEETINGS

### EB MEETINGS (APRIL 2023 – MARCH 2024)

| Member                 | Present | Absent |
|------------------------|---------|--------|
| Mr Mathavan Devadas    | 10      | 1      |
| Mr Aw Bang Hui         | 10      | 1      |
| Ms Rilaini Sapari      | 7       | 4      |
| Mr Shamir Osman        | 4       | 7      |
| Mr Desmond Ang         | 10      | 1      |
| Ms Lilian Chee         | 4       | 7      |
| Mr Abdul Samad         | 8       | 3      |
| Ms Bernetta Tan        | 1       | 10     |
| Mr Wayne Soo           | 5       | 6      |
| Ms Latha Natarajan     | 7       | 4      |
| Mr Tan Kwee Yong       | 0       | 11     |
| Ms Tay Siu Hua         | 9       | 2      |
| Mr Jaya Moorthi        | 2       | 9      |
| Mr Srikanth Kakulapati | 10      | 1      |
| Mr Mahipal Singh       | 6       | 5      |

### APPENDIX 3: SUB COMMITTEES

#### COACHING SUB-COMMITTEE

|             | Name                      | Designation                          |
|-------------|---------------------------|--------------------------------------|
| Chairperson | Mr Aw Bang Hui            | Deputy President                     |
| Members     | Mr Krishnan Vijayan Naidu | Member (National Men's Team Coach)   |
|             | Mr Henry Wong             | Member (National Women's Team Coach) |
|             | Mr Redzuan Ponirin        | Member (National Indoor Coach)       |
|             | Mr Ramesh Appoo           | Member                               |
|             | Mr Gerard Danker          | Member                               |
|             | Mr Kanan Packrisamy       | Member                               |
|             | Mr Mathias Conah Ahrens   | Member (Technical Director)          |
| Secretary   | Mr Ho Wei Hong            | High Performance Executive           |

#### HIGH PERFORMANCE & ATHLETE SELECTION SUB-COMMITTEE

|             | Name                      | Designation                          |
|-------------|---------------------------|--------------------------------------|
| Chairperson | Mr Mathavan Devadas       | President                            |
| Members     | Ms Edith Chen             | Member                               |
|             | Ms Janice Tan             | Member                               |
|             | Mr Ishwarpal Singh Grewal | Member                               |
|             | Ms Tay Siu Hua            | Member                               |
|             | Mr VK Chelvan             | Member                               |
|             | Mr Krishnan Vijayan Naidu | Member (National Men's Team Coach)   |
|             | Mr Henry Wong             | Member (National Women's Team Coach) |
|             | Mr Mathias Conah Ahrens   | Member (Technical Director)          |
| Secretary   | Mr Ho Wei Hong            | High Performance Executive           |

### TOURNAMENT SUB-COMMITTEE

|                    | Name  | Designation                   |
|--------------------|---|-------------------------------|
| Chairperson        | Mr Ang Chee Kiong Desmond                                 | Vice President                |
| Deputy Chairperson | Mr Ravin Periasamy  | Member                        |
| Members            | Ms Sabrina Shamsi   | Member                        |
|                    | Ms Munawara Fathima                                       | Member                        |
|                    | Mr Charanpal Singh  | Member                        |
|                    | Mr Lee Hong Sheng Marcus                                  | Member                        |
|                    | Mr Nicholas Andrew Jonathan Kiramathypathy                | Member                        |
|                    | Mr R Elanesegaran   | Member                        |
|                    | Mr Amarjeet Singh   | Member                        |
| Ex Officio         | Mr Mathavan Devadas                                       | President                     |
|                    | Mr Aw Bang Hui  | Deputy President              |
|                    | Mr Abdul Samad Bin Mohamed Ismail                         | Secretary General             |
| Secretary          | Mr M S Pasupathy (Left)<br>Ms Sivaranjani Ananthakrishnan | Tournament & Events Executive |

### UMPIRING SUB-COMMITTEE

|                    | Name  | Designation                   |
|--------------------|---|-------------------------------|
| Chairperson        | Mr Mathavan Devadas                                       | President                     |
| Deputy Chairperson | Mr Lim Hong Zhen  | Member                        |
| Members            | Ms Miskarmalia Ariffin                                    | Member                        |
|                    | Mr R Kumarasan  | Member                        |
|                    | Mr Bala Muraly  | Member                        |
|                    | Mr Julian Michael   | Member                        |
| Secretary          | Mr M S Pasupathy (Left)<br>Ms Sivaranjani Ananthakrishnan | Tournament & Events Executive |

### YOUTH DEVELOPMENT SUB-COMMITTEE

|             | Name                                       | Designation                 |
|-------------|--|-----------------------------|
| Chairperson | Ms Rilaini Sapari                          | Vice President              |
| Members     | Ms Luo Yingying                            | Member                      |
|             | Ms Fatmawatee Binte Othman                 | Member                      |
|             | Ms Nadrah Sadali                           | Member                      |
|             | Mr Prabu Selvaraj S/O Govindaraj           | Member                      |
|             | Mr Mohamad Fahrul Bin Saa'id               | Member                      |
|             | Mr Joshua Tan Yu Wei                       | Member                      |
|             | Mr Joshua Wong Guo Xian                    | Member                      |
|             | Mr Mathias Conah Ahrens                    | Member (Technical Director) |
| Secretary   | Ms Sugitha Pillai (Left)<br>Ms Maggie Tiew | Finance & HR Executive      |

**ESTABLISHMENT SUB-COMMITTEE**

|             | Name                              | Designation                 |
|-------------|-----------------------------------|-----------------------------|
| Chairperson | Mr Abdul Samad Bin Mohamed Ismail | Secretary General           |
| Members     | Ms Tan Sue Taime Bernetta         | Assistant Secretary General |
|             | Ms Vimalatulasi d/o Vetrivel      | Member                      |
| Secretary   | Mr Derek Chong                    | General Manager             |

**COMMUNITY ENGAGEMENT SUB-COMMITTEE**

|             | Name                                       | Designation                 |
|-------------|--|-----------------------------|
| Chairperson | Mr Mohamed Shamir Mohamed Osman            | Vice President              |
| Members     | Mr K Rajaram                               | Member                      |
|             | Mr Mohammad Fadzly bin Misawal             | Member                      |
|             | Ms Lilian Chee Lai Lin                     | Vice President              |
|             | Mr Mathias Conah Ahrens                    | Member (Technical Director) |
| Secretary   | Ms Sugitha Pillai (Left)<br>Ms Maggie Tiew | Finance & HR Executive      |

**MARKETING & COMMUNICATIONS SUB-COMMITTEE**

|                  | Name                                    | Designation                        |
|------------------|---|------------------------------------|
| Co-Chairperson   | Ms Lilian Chee Lai Lin                  | Vice President                     |
|                  | Mr Srikanth Kakulapati                  | Member                             |
| Members          | Mr Mohamed Shamir Mohamed Osman         | Vice President                     |
| Deputy Secretary | Mr Derek Chong                          | General Manager                    |
| Secretary        | Ms Tricia Teng (Left)<br>Mr Geoffrey Ho | Sports Operations & Dev. Executive |

**FINANCE SUB-COMMITTEE**

|             | Name                                       | Designation            |
|-------------|--|------------------------|
| Chairperson | Mr Soo Hon Weng (Wayne)                    | Treasurer              |
| Members     | Ms Latha Natarajan                         | Assistant Treasurer    |
|             | Mr Nick Warner                             | Member                 |
| Secretary   | Ms Sugitha Pillai (Left)<br>Ms Maggie Tiew | Finance & HR Executive |

**MASTERS SUB-COMMITTEE**

|             | Name                  | Designation      |
|-------------|-----------------------|------------------|
| Chairperson | Mr Aw Bang Hui        | Deputy President |
| Members     | Mr K Ramamoorthy      | Member           |
|             | Mr Arul Subramaniam   | Member           |
|             | Mr Mohammed Ali       | Member           |
|             | Mr Lawrence Coelho    | Member           |
|             | Mr Mark Appleyard     | Member           |
|             | Mr Gardeep Singh      | Member           |
|             | Ms Ping Yan-Pheng Tan | Member           |
|             | Ms Maxine Chia        | Member           |
| Secretary   | Mr Derek Chong        | General Manager  |

**AUDIT SUB-COMMITTEE**

|             | Name                                       | Designation            |
|-------------|--|------------------------|
| Chairperson | Mr Gubinder Singh                          | Member                 |
| Members     | Mr Jitendra S/O Kantilal                   | Member                 |
|             | Mr Kang Hak Leng                           | Member                 |
| Secretary   | Ms Sugitha Pillai (Left)<br>Ms Maggie Tiew | Finance & HR Executive |

**MEDICAL SUB-COMMITTEE**

|             | Name                                | Designation                |
|-------------|-------------------------------------|----------------------------|
| Chairperson | Dr. Hamid Rahmatullah Bin Abd Razak | Member                     |
| Members     | Dr. Shankar Pasupathy               | Member                     |
|             | Dr. Sarinder Singh Chahal           | Member                     |
| Secretary   | Mr Ho Wei Hong                      | High Performance Executive |

**DISCIPLINARY SUB-COMMITTEE**

|             | Name                      | Designation             |
|-------------|---------------------------|-------------------------|
| Chairperson | Mr Intekhab Khan          | Lawyer                  |
| Members     | Mr Bala Chandran          | Lawyer                  |
|             | Mr Daniel Tan             | Lawyer                  |
|             | Mr Abdul Halim Bin Roslan | Lawyer                  |
|             | Mr Alex Wong              | Lawyer                  |
|             | Mr Bhaskaran Sivasamy     | Lawyer                  |
|             | Mr Marcus Phuah           | Lawyer                  |
|             | Mr Lim Khoon              | Lawyer                  |
|             | Mr J Jayaprakash          | Chief Executive Officer |
|             | Mr Hamidul Haq            | Lawyer                  |
|             | Ms Esther Yeo             | Lawyer                  |
|             | Ms Madeline Choong        | Lawyer                  |
|             | Mr Selva K. Naidu         | Lawyer                  |
|             | Mr Ashwin Ganapathy       | Lawyer                  |
| IC Members  | Mr Vikas Chandiramani     | HR Manager              |
|             | Mr Alvin Chang            | Lawyer                  |
|             | Mr Nanda Kumar Ponniya    | Lawyer                  |

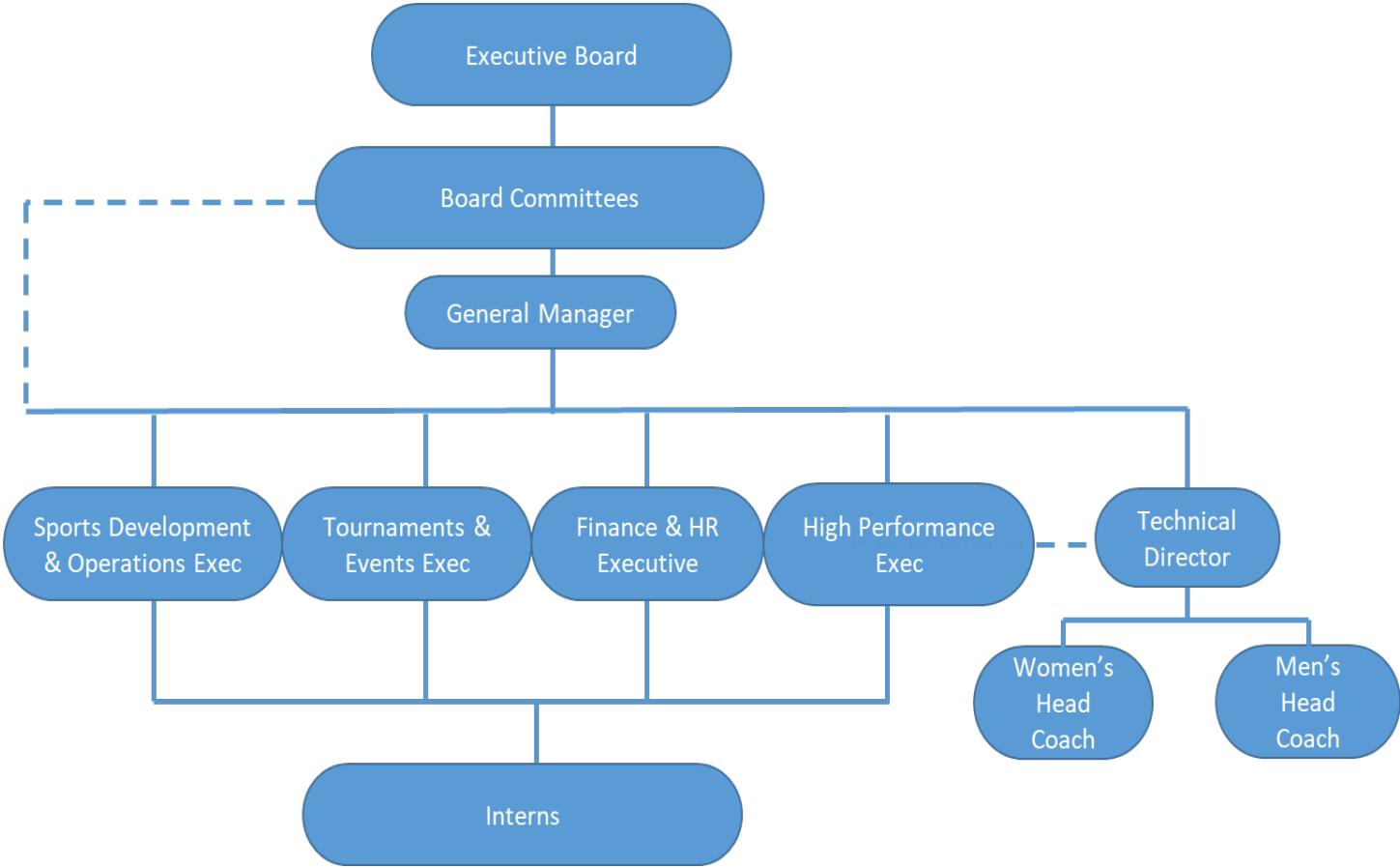
**APPEALS SUB-COMMITTEE**

|             | Name                  | Designation |
|-------------|-----------------------|-------------|
| Chairperson | Mr Chandra Mohan Nair | Lawyer      |
| Members     | Mr Ahmad Nizam Abbas  | Lawyer      |
|             | Mr Imram Hamid Khajwa | Lawyer      |
|             | Ms Deborah Barker     | Lawyer      |
|             | Mr S Surenthiraraj    | Lawyer      |
|             | Mr Prithipal Singh    | Lawyer      |
|             | Mr Sadeq Reshty       | Lawyer      |
|             | Mr Lawrence Quahe     | Lawyer      |
|             | Mr S Appadurai        | Lawyer      |

**ATHLETE COMMISSION**

|             | Name                              | Designation                |
|-------------|-----------------------------------|----------------------------|
| Chairperson | Ms Tay Siu Hua                    | EB Member                  |
| Members     | Ms O Ming Fen                     | Member                     |
|             | Ms Nurul Sofia Atikah Binte Saban | Member                     |
|             | Mr Nur Ashriq Ferduas             | Member                     |
|             | Mr Silas Abdul Razak              | Member                     |
| Secretary   | Mr Ho Wei Hong                    | High Performance Executive |

APPENDIX 4: SECRETARIAT ORGANISATIONAL STRUCTURE





## APPENDIX 5

### MHL 1 & 2 2023

| MHL 1 |                |    |   |   |    |    |    |     |     |
|-------|----------------|----|---|---|----|----|----|-----|-----|
| Pos   | Club           | P  | W | D | L  | F  | A  | GD  | Pts |
| 1     | Jansenites HC  | 10 | 9 | 0 | 1  | 56 | 13 | 43  | 27  |
| 2     | ORA            | 10 | 8 | 1 | 1  | 48 | 21 | 27  | 25  |
| 3     | SCC            | 10 | 4 | 3 | 3  | 34 | 25 | 9   | 15  |
| 4     | SKA            | 10 | 4 | 2 | 4  | 28 | 30 | -2  | 14  |
| 5     | Tornados HC    | 10 | 2 | 0 | 8  | 19 | 47 | -28 | 6   |
| 6     | Hollandse Club | 10 | 0 | 0 | 10 | 5  | 54 | -49 | 0   |

| MHL 2 |                             |    |    |   |    |    |    |     |     |
|-------|-----------------------------|----|----|---|----|----|----|-----|-----|
| Pos   | Club                        | P  | W  | D | L  | F  | A  | GD  | Pts |
| 1     | SAA                         | 14 | 12 | 2 | 0  | 53 | 10 | 43  | 38  |
| 2     | ORA B                       | 14 | 10 | 0 | 4  | 35 | 19 | 16  | 30  |
| 3     | Team HI                     | 14 | 9  | 2 | 3  | 47 | 18 | 29  | 29  |
| 4     | VJC                         | 14 | 9  | 0 | 5  | 47 | 29 | 18  | 27  |
| 5     | Barkerites Hockey Club      | 14 | 6  | 2 | 6  | 28 | 31 | -3  | 20  |
| 6     | Balestier Lions Hockey Club | 14 | 2  | 2 | 10 | 13 | 52 | -39 | 8   |
| 7     | Police                      | 14 | 1  | 3 | 10 | 19 | 49 | -30 | 6   |
| 8     | SCC                         | 14 | 0  | 3 | 11 | 15 | 49 | -34 | 3   |

### WHL 1 & 2 2023

| WHL 1 |                 |    |   |   |   |    |    |     |     |
|-------|-----------------|----|---|---|---|----|----|-----|-----|
| Pos   | Club            | P  | W | D | L | F  | A  | GD  | Pts |
| 1     | Tannibellies HC | 10 | 9 | 1 | 0 | 53 | 2  | 51  | 28  |
| 2     | Jansenites HC   | 10 | 7 | 2 | 1 | 45 | 9  | 36  | 23  |
| 3     | SCC             | 10 | 6 | 1 | 3 | 28 | 11 | 17  | 19  |
| 4     | Tornados HC     | 10 | 3 | 1 | 6 | 10 | 42 | -32 | 10  |
| 5     | Crescent HC     | 10 | 1 | 2 | 7 | 7  | 35 | -28 | 5   |
| 6     | Hollandse Club  | 10 | 0 | 1 | 9 | 3  | 47 | -44 | 1   |

| WHL 2 |                            |    |   |   |    |    |    |     |     |
|-------|----------------------------|----|---|---|----|----|----|-----|-----|
| Pos   | Club                       | P  | W | D | L  | F  | A  | GD  | Pts |
| 1     | Team HI                    | 10 | 8 | 1 | 1  | 42 | 6  | 36  | 25  |
| 2     | ACSOBASG Oldham            | 10 | 8 | 1 | 1  | 32 | 7  | 25  | 25  |
| 3     | SKA                        | 10 | 7 | 0 | 3  | 31 | 11 | 20  | 21  |
| 4     | Jansenites MAKCIKS         | 10 | 5 | 3 | 2  | 29 | 15 | 14  | 18  |
| 5     | Tannibellies HC Red        | 10 | 5 | 2 | 3  | 19 | 9  | 10  | 17  |
| 6     | ActiveSG Hockey Academy DC | 10 | 5 | 1 | 4  | 16 | 20 | -4  | 16  |
| 7     | SCC                        | 10 | 4 | 0 | 6  | 10 | 16 | -6  | 12  |
| 8     | Tannibellies HC Black      | 10 | 3 | 2 | 5  | 14 | 27 | -13 | 11  |
| 9     | Crescent HC                | 10 | 3 | 0 | 7  | 10 | 23 | -13 | 9   |
| 10    | Tornados HC                | 10 | 1 | 2 | 7  | 2  | 26 | -24 | 5   |
| 11    | Vanquishers HC             | 10 | 0 | 0 | 10 | 2  | 47 | -45 | 0   |

## MHL 3, 4 & 5 2023

| MHL 3 |                          |    |   |   |   |    |    |     |     |
|-------|--------------------------|----|---|---|---|----|----|-----|-----|
| Pos   | Club                     | P  | W | D | L | F  | A  | GD  | Pts |
| 1     | Jansenites Hockey Club   | 10 | 9 | 0 | 1 | 54 | 18 | 36  | 27  |
| 2     | Tornados Hockey Club     | 10 | 8 | 1 | 1 | 46 | 24 | 22  | 25  |
| 3     | Tannibellies Hockey Club | 10 | 5 | 2 | 3 | 29 | 25 | 4   | 17  |
| 4     | Varsity Sports Club      | 10 | 3 | 0 | 7 | 17 | 31 | -14 | 9   |
| 5     | Hollandse Club           | 10 | 2 | 0 | 8 | 17 | 39 | -22 | 6   |
| 6     | Sikhs Sports Club        | 10 | 1 | 1 | 8 | 15 | 41 | -26 | 4   |

| MHL 4 |                           |    |   |   |    |    |    |     |     |
|-------|---------------------------|----|---|---|----|----|----|-----|-----|
| Pos   | Club                      | P  | W | D | L  | F  | A  | GD  | Pts |
| 1     | Hypernovas Hockey Club    | 10 | 8 | 2 | 0  | 36 | 5  | 31  | 26  |
| 2     | Singapore Hockey Alliance | 10 | 8 | 0 | 2  | 41 | 14 | 27  | 24  |
| 3     | SA Alumni                 | 10 | 6 | 2 | 2  | 34 | 8  | 26  | 20  |
| 4     | Eagles Hockey Club        | 10 | 4 | 0 | 6  | 33 | 30 | 3   | 12  |
| 5     | Barkerites Hockey Club    | 10 | 2 | 0 | 8  | 11 | 47 | -36 | 6   |
| 6     | Singapore Polytechnic     | 10 | 0 | 0 | 10 | 5  | 56 | -51 | 0   |

| MHL 5 |                                   |    |    |   |    |    |    |     |     |
|-------|-----------------------------------|----|----|---|----|----|----|-----|-----|
| Pos   | Club                              | P  | W  | D | L  | F  | A  | GD  | Pts |
| 1     | Singapore Silver Stick            | 14 | 14 | 0 | 0  | 78 | 3  | 75  | 42  |
| 2     | Singapore Cricket Club            | 14 | 10 | 0 | 4  | 59 | 26 | 33  | 30  |
| 3     | ACSOBASG Oldham Hockey            | 14 | 9  | 1 | 4  | 32 | 25 | 7   | 28  |
| 4     | Old Rafflesians' Association - C  | 14 | 8  | 1 | 5  | 58 | 24 | 34  | 25  |
| 5     | Vanquisher Hockey Club            | 14 | 8  | 0 | 6  | 37 | 28 | 9   | 24  |
| 6     | Tornados Hockey Club              | 14 | 4  | 0 | 10 | 18 | 54 | -36 | 12  |
| 7     | Eagles Hockey Club                | 14 | 2  | 0 | 12 | 8  | 72 | -64 | 6   |
| 8     | St Joseph Institution Hockey Club | 14 | 0  | 0 | 14 | 3  | 61 | -58 | 0   |

## Indoor League 2023

| Men |                                     |    |   |   |   |    |    |     |     |
|-----|-------------------------------------|----|---|---|---|----|----|-----|-----|
| Pos | Club                                | P  | W | D | L | F  | A  | GD  | Pts |
| 1   | OVA-VJC                             | 10 | 8 | 1 | 1 | 62 | 33 | 29  | 25  |
| 2   | Singapore Cricket Club              | 10 | 7 | 1 | 2 | 63 | 30 | 33  | 22  |
| 3   | Tornados Hockey Club                | 10 | 7 | 0 | 3 | 78 | 34 | 44  | 21  |
| 4   | Eagles Hockey Club Development Team | 10 | 4 | 0 | 6 | 51 | 60 | -9  | 12  |
| 5   | Eagles Hockey Club                  | 10 | 2 | 0 | 8 | 28 | 69 | -41 | 6   |
| 6   | ACSOBASG Oldham                     | 10 | 1 | 0 | 9 | 25 | 81 | -56 | 3   |

| Women |                        |   |   |   |   |    |    |     |     |
|-------|------------------------|---|---|---|---|----|----|-----|-----|
| Pos   | Club                   | P | W | D | L | F  | A  | GD  | Pts |
| 1     | Crescent Hockey Club   | 8 | 8 | 0 | 0 | 63 | 10 | 53  | 24  |
| 2     | ACSOBASG Oldham        | 8 | 5 | 0 | 3 | 27 | 9  | 18  | 15  |
| 3     | Singapore Cricket Club | 8 | 5 | 0 | 3 | 35 | 17 | 18  | 15  |
| 4     | Crescent SUPER minions | 8 | 2 | 0 | 6 | 11 | 40 | -29 | 6   |
| 5     | Tornados Hockey Club   | 8 | 0 | 0 | 8 | 9  | 69 | -60 | 0   |

## NJL 2024

| Division 1 NJL (Boys) |                                   |   |   |   |   |    |    |     |     |
|-----------------------|-----------------------------------|---|---|---|---|----|----|-----|-----|
| Pos                   | Club                              | P | W | D | L | F  | A  | GD  | Pts |
| 1                     | Old Rafflesians's Association - A | 4 | 4 | 0 | 0 | 24 | 5  | 19  | 12  |
| 2                     | Victoria Junior College           | 4 | 3 | 0 | 1 | 20 | 8  | 12  | 9   |
| 3                     | St Andrew's Alumni                | 4 | 1 | 1 | 2 | 14 | 4  | 10  | 4   |
| 4                     | Singapore Cricket Club            | 4 | 1 | 1 | 2 | 8  | 9  | -1  | 4   |
| 5                     | Jansenites Hockey Club            | 4 | 0 | 0 | 4 | 2  | 42 | -40 | 0   |

| Division 2 NJL (Boys) |                         |   |   |   |   |    |    |     |     |
|-----------------------|-------------------------|---|---|---|---|----|----|-----|-----|
| Pos                   | Club                    | P | W | D | L | F  | A  | GD  | Pts |
| 1                     | St Andrew's Alumni -B   | 4 | 3 | 1 | 0 | 18 | 3  | 15  | 10  |
| 2                     | ActiveSG Hockey Academy | 4 | 3 | 1 | 0 | 16 | 2  | 14  | 10  |
| 3                     | ASRJC                   | 4 | 2 | 0 | 2 | 9  | 10 | -1  | 6   |
| 4                     | Buccanneers - SAJC      | 4 | 0 | 1 | 3 | 2  | 15 | -13 | 1   |
| 5                     | ACSOBASG Oldham         | 4 | 0 | 1 | 3 | 3  | 18 | -15 | 1   |

| Division 3 NJL (Boys) |   |   |   |   |   |    |    |     |     |
|-----------------------|---|---|---|---|---|----|----|-----|-----|
| Pos                   | Club                                    | P | W | D | L | F  | A  | GD  | Pts |
| 1                     | Old Rafflesian's Association - BC       | 4 | 3 | 1 | 0 | 13 | 1  | 12  | 10  |
| 2                     | Singapore Silver Sticks - Seng Kang Sec | 4 | 3 | 0 | 1 | 16 | 3  | 13  | 9   |
| 3                     | Jansenites Wolves                       | 4 | 2 | 0 | 2 | 4  | 17 | -13 | 6   |
| 4                     | Vanquishers HC                          | 4 | 1 | 0 | 3 | 6  | 9  | -3  | 3   |
| 5                     | Crescent - Millenia Institute           | 4 | 0 | 1 | 3 | 0  | 9  | -9  | 1   |

| Division 1 NJL (Girls) |                               |   |   |   |   |    |    |     |     |
|------------------------|-------------------------------|---|---|---|---|----|----|-----|-----|
| Pos                    | Club                          | M | W | D | L | F  | A  | GD  | Pts |
| 1                      | Singapore Cricket Club        | 5 | 5 | 0 | 0 | 20 | 3  | 17  | 15  |
| 2                      | Victoria Junior College       | 5 | 4 | 0 | 1 | 15 | 5  | 10  | 12  |
| 3                      | Buccanneers - SAJC            | 5 | 2 | 1 | 2 | 13 | 12 | 1   | 7   |
| 4                      | Jansenites Hockey Club        | 5 | 1 | 1 | 3 | 3  | 10 | -7  | 4   |
| 5                      | CHIJ St Theresa's Convent - A | 5 | 1 | 1 | 3 | 2  | 10 | -8  | 4   |
| 6                      | ActiveSG Hockey Academy       | 5 | 0 | 1 | 4 | 3  | 16 | -13 | 1   |

| Division 2 NJL (Girls) |   |   |   |   |   |    |    |     |     |
|------------------------|---|---|---|---|---|----|----|-----|-----|
| Pos                    | Club                                    | M | W | D | L | F  | A  | GD  | Pts |
| 1                      | Singapore Silver Sticks - Seng Kang Sec | 4 | 3 | 1 | 0 | 23 | 4  | 19  | 10  |
| 2                      | Vanquishers HC                          | 4 | 3 | 0 | 1 | 13 | 10 | 3   | 9   |
| 3                      | ACSOBASG Oldham                         | 4 | 1 | 1 | 2 | 2  | 7  | -5  | 4   |
| 4                      | Old Rafflesians's Association - Ladies  | 4 | 1 | 1 | 2 | 4  | 15 | -11 | 4   |
| 5                      | Crescent - Millenia Institute           | 4 | 0 | 1 | 3 | 0  | 6  | -6  | 1   |

## APPENDIX 6: ROLL OF TECHNICAL OFFICERS

| S/N | NAME OF TECHNICAL OFFICERS  | TECHNICAL OFFICERS GRADE  |
|-----|-----------------------------|---------------------------|
| 1   | Lilian Chee Lai Lin         | Olympic Games Panel       |
| 2   | Khabaria Suketu Chandrakant | International Panel       |
| 3   | Rilaini Sapari              | International Elite Panel |
| 4   | Tan Sue Taime, Bernetta     | Advancement Panel         |
| 5   | Amirah Binte Ariffin        | International Panel       |
| 6   | Chen Yixin Edith            | International Panel       |
| 7   | K. Ramamoorthy              | International Panel       |
| 8   | How Eng Choon               |                           |
| 9   | Bala Muraly s/o Anchang     |                           |
| 10  | G. Ramatas                  |                           |
| 11  | Tan Koon Kim, Cookie        |                           |
| 12  | Kumarasan s/o Ramasamy      |                           |
| 13  | Chew Meng Seong             |                           |
| 14  | Muhammad Faizal Bin Hashim  |                           |
| 15  | Sean Chen                   |                           |
| 16  | Lawrence Coelho             |                           |
| 17  | Baranee Kumar               |                           |
| 18  | Imran Butt                  |                           |
| 19  | Naamras Singh               |                           |
| 20  | Lim Hui Min                 |                           |
| 21  | Jolene Chan                 |                           |
| 22  | K Rajaram                   |                           |

## APPENDIX 7: ROLL OF UMPIRES

| S/N | Name of Umpire                   | Umpire Grade               |
|-----|----------------------------------|----------------------------|
| 1   | Lim Hong Zhen                    | PRO LEAGUE PANEL           |
| 2   | Tan Koon Kim Cookie              | PRO LEAGUE PANEL           |
| 3   | Miskarmalia Ariffin              | INTL ELITE PANEL (RETIRED) |
| 4   | Harishoran Silvarajoo            | INTERNATIONAL              |
| 5   | K. Ramamoorthy                   | INTERNATIONAL (RETIRED)    |
| 6   | Khabaria Suketu Chandrakant      | INTERNATIONAL (RETIRED)    |
| 7   | G.Ramatas                        | INTERNATIONAL (RETIRED)    |
| 8   | Mohamed Nur Sa'lan Bin Mohd Ayob | INTERNATIONAL              |
| 9   | Rahimah binte Abdul Aziz         | INTERNATIONAL (INDOOR)     |
| 10  | Sunny Wang                       | FIH INTERNATIONAL (INDOOR) |
| 11  | How Eng Choon                    | GRADE 1                    |
| 12  | Kumaran s/o Ramasamy             | GRADE 1                    |
| 13  | Chew Meng Seong                  | GRADE 1                    |
| 14  | Md Azam Bin Azman                | GRADE 1                    |
| 15  | Mark Alexander McGeoch           | GRADE 1                    |
| 16  | Hashpal Singh                    | GRADE 1                    |
| 17  | Baranee Kumar                    | GRADE 1                    |
| 18  | Gurmeet Singh                    | GRADE 2                    |
| 19  | Lim Xiang                        | GRADE 2                    |
| 20  | Ng Wan Chiang Robin              | GRADE 2                    |
| 21  | Valerie Koh                      | GRADE 2                    |
| 22  | Sean Goh Wei Jie                 | GRADE 2                    |
| 23  | Sally Aldridge                   | GRADE 2                    |
| 24  | Muhammad Shalan Bin Majilan      | GRADE 2                    |
| 25  | Tan Wei Cheng Thonee             | GRADE 2                    |
| 26  | Lawrence Coelho Cajetan          | GRADE 3                    |
| 27  | Amrit Rai                        | GRADE 3                    |
| 28  | Butt Imran                       | GRADE 3                    |
| 29  | Lim Yun Kai Irvine               | GRADE 3                    |
| 30  | Owyong Jian An Ken               | GRADE 3                    |
| 31  | Ganesha Periasamy                | GRADE 3                    |
| 32  | Joven Teoh Jia Hng               | GRADE 3                    |
| 33  | Muhammad Nur Iszuan              | GRADE 3                    |
| 34  | Simon Read                       | GRADE 3                    |
| 35  | Danarajah A/L Sivapragasam       | GRADE 3                    |
| 36  | Marcus Lee                       | GRADE 3                    |
| 37  | Hariraj Naidu S/O Vijayan Naidu  | GRADE 3                    |
| 38  | Mohammad Faris Bin Mohd Basir    | GRADE 3                    |
| 39  | Ong Kwee Chuang                  | TRAINEE                    |
| 40  | Yap Wee Lee Darius               | TRAINEE                    |
| 41  | Chloe Loh Yen Kei                | TRAINEE                    |
| 42  | S Mohanraam                      | TRAINEE                    |

|    |                                       |         |
|----|---------------------------------------|---------|
| 43 | Jotham Neo                            | TRAINEE |
| 44 | Nazir Nathaniel Hub-Khan              | TRAINEE |
| 45 | Liu Emma Zhou                         | TRAINEE |
| 46 | Noor' Zahfira Syazwana Binte Sallehin | TRAINEE |
| 47 | D'sa Alban Sylvester Edwin            | TRAINEE |
| 48 | Wilebadaarachchi Praveena Buddhika    | TRAINEE |
| 49 | Abdul Malik Mohamed Mussammil         | TRAINEE |