



BIDS AND AWARDS COMMITTEE

Bidding for Comprehensive Healthcare and Medical Service Plan of the Overseas Personnel Assigned in the Migrant Workers Office at Foreign Post

SUPPLEMENTAL BID BULLETIN NO. 01

10 May 2023

This Supplemental Bid Bulletin No. 01 is issued to inform the new schedule of procurement activities and amendment of the following details. This shall form an integral part of the Bid Documents:

• ***Invitation to Bid***

TITLE OF ACTIVITIES	AGENDA	RESCHEDULE		REMARKS
		FROM	TO	
Bidding for Comprehensive Healthcare and Medical Service Plan of the Overseas Personnel Assigned in the Migrant Workers Office at Foreign Post	Eligibility Check and Bid Opening	May 17, 2023 at 1:30 p.m.	May 18, 2023 at 1:30 p.m. Meeting ID: 932 6795 3570 Password: owwabac	Through Video Conferencing or webcasting via Zoom
	Report on the Result of Bid Evaluation and Post-Qualification of LCB	May 23, 2023 at 10:30 a.m.	May 24, 2023 at 10:30 a.m. Meeting ID: 972 5868 7018 Passcode: owwabac	

• ***Section VII. Technical Specifications***

Amended Technical Specifications (please see attached) pages 39-42

For guidance and information of all concerned.

Atty. EBELYN A. DUNGAN-CLAUSTRO
 Director IV, AFMO/BAC, Chairperson

Technical Specifications

Item	Specification	Statement of Compliance
		<p><i>[Bidders must state here either "Comply" or "Not Comply" against each of the individual parameters of each Specification stating the corresponding performance parameter of the equipment offered. Statements of "Comply" or "Not Comply" must be supported by evidence in a Bidders Bid and cross-referenced to that evidence. Evidence shall be in the form of manufacturer's un-amended sales literature, unconditional statements of specification and compliance issued by the manufacturer, samples, independent test data etc., as appropriate. A statement that is not supported by evidence or is subsequently found to be contradicted by the evidence presented will render the Bid under evaluation liable for rejection. A statement either in the Bidder's statement of compliance or the supporting evidence that is found to be false either during Bid evaluation, post-qualification or the execution of the Contract may be regarded as fraudulent and render the Bidder or supplier liable for prosecution subject to the applicable laws and issuances.]</i></p>
TERMS OF REFERENCE		
	<p>I. Membership Eligibility</p> <p>A. All permanent employees of the Department of Migrant Workers (DMW) - Overseas Workers Welfare Administration (OWWA) who are assigned and/or deployed in the Migrant Workers Office (MWO) Foreign Post as Welfare Officers and Administrative Staff.</p> <p>B. Dependents of the Welfare Officers and Administrative Staff joining the latter in their post of assignment, to wit:</p> <ol style="list-style-type: none"> 1. The lawful spouse not more than 65 years old; 2. Children (legitimate, illegitimate, or adopted), stepchildren of the principal up to 18 years of age; 3. Children over 18 years of age provided they are mentally, physically, or developmentally incapacitated and primarily dependent on the principal for support; 	



4. Dependent parent who are members of the household of single/unmarried abovementioned overseas personnel maybe covered on personal account of the principal.

C. Inclusion and Exclusion/Deletion of Members

1. The payment for the quarterly medical premium of the covered personnel shall be based on the actual number of enrollees in the medical service Plan/Policy subject to the inclusion of those officers and staff who are subsequently deployed or deletion/exclusion of the enrollees whose tours of duty have ended and those who have been recalled to the Home Office.

D. Effectivity of the Health Care and Medical Service Plan (PLAN)

1.1 Inclusion in the coverage of the PLAN shall commence on the first (1st day of the month of deployment);

1.2 Deletion/exclusion from the coverage of the PLAN shall take effect at the end of the month of the principal officer and/or staff end tour of duty or recall.

1.3 The medical insurance coverage of legal dependent shall be co-terminus with the principal officer and/or staff coverage in the PLAN.

The Migrant Workers Office (MWO) through OWWA shall expressly advise the health care and medical service provider of the particulars of office/staff to be included and/or deleted from the coverage of the PLAN, which shall also include the following information (a) Date of inclusion or Deletion, (b) Age, (c) Date of Birth and the principal officers' dependent/s who will be enrolled in the medical insurance policy.

In case of inclusion, MWO through OWWA, shall immediately notify the health care and medical service provider of the name/s of the officer/staff eligible for the coverage. MWO-OWWA shall pay the health care and medical service provider, the corresponding premium for such coverage of the additional member.

In the event that the officer/staff is recalled to the home office, or terminated, separated, resigned or retired from the service or when he/she ceases to become eligible for coverage, the MWO, through OWWA shall notify the health care and medical service provider of such incident.

MWO-OWWA shall also notify the health care and medical service provider of the name/s and particulars of the legal dependents to be covered in the PLAN.

The health care and medical service provider shall credit to or debit form the account of MWO-OWWA the medical premium in respect of such addition or deletion or enrollees.



II. Pre-Existing illness

The health care and medical service provider shall cover all pre-existing illnesses or conditions of the covered members, and its complications, up to 100% of the maximum PLAN limits.

III. Health Care and Medical Service (PLAN) Coverage:

The health care and medical package shall cover the following benefits, subject to the following terms and conditions:

1. Mode of Payment	Quarterly
2. Effectivity /Duration of Coverage	One Year
3. Premium Rates	
<ul style="list-style-type: none"> • Deployed Overseas Personnel (Welfare Officers and Administrative Staff) 	US \$4,700/annum Peso Equivalent Php 258,500 / annum*
<ul style="list-style-type: none"> • Legal Dependent/s (Lawful spouse and maximum of 3 children) 	US\$4,280/annum (family unit) Php 235,400 / annum*
4. Territorial Coverage	Worldwide
5. Type of membership Coverage	Individual with dependent/s
6. Room and Board Accommodation	
<ul style="list-style-type: none"> • Within the Philippines <ul style="list-style-type: none"> ➢ Welfare Officers/Administrative Staff ➢ Dependents 	Open Private (Suite if Open Private is not available for Officers and Staff)
<ul style="list-style-type: none"> • Outside of the Philippines <ul style="list-style-type: none"> ➢ Welfare Officers and Administrative Staff ➢ Dependents 	US\$ 600.00/day US\$ 300.00/day
7. Maximum Annual Aggregate Limit	
<ul style="list-style-type: none"> ➢ Welfare Officers/Administrative Staff 	US\$ 1,000,000 (or Php 55,000 pesos equivalent)
<ul style="list-style-type: none"> ➢ Dependents 	US\$ 50,000 (shared aggregate limit per dependent unit per year)
8. Limit of Maternity Benefits	Maximum Limit
9. Limit for Vision Benefits	Maximum Limit
10. Limit for Dental Benefits	Maximum Limit
11. Limit for Out-patient Mental Illness/ Substance Abuse	Maximum Limit

12. Limit for In-patient Mental Illness/ Substance Abuse	Maximum Limit
13. Deductibles	None
14. Maximum Out of the Pocket	None
15. Co-Insurance Rate (In and Out Patient)	None
16. Covered expenses incurred in the Philippines	100% shouldered by Provider
17. Covered expenses incurred out the Philippines	100% shouldered by Provider
18. Personal Accident Insurance (includes coverage for death, dismemberment, as well as total and permanent dismemberment caused directly and solely by accident)	US\$ 100,000 (Principal Member Only) US\$ 20,000 (limit per dependent per year)

***Note: Conversion Rate is Php 55.00 = US\$ 1.00**

A. Hospitalization Benefits

In case of a member requires hospitalization, he/she shall be entitled to avail up to the maximum annual aggregate limit, subject to inner limit for each benefit where applicable.

Charges made by a hospital for room and board, professional services, other miscellaneous services and supplies for medical treatment of a member shall be covered by the health service provider insofar as these are recommended by the attending physician,

These charges shall include, among others:

1. Professional Fees up to 45 days per disability per year with As Charged limit for member, subject to maximum annual aggregate limit;
2. Miscellaneous In-Patient Charges, with As Charged limit for member, subject to maximum annual aggregate limit;
 - a) Required diagnostic laboratory tests;
 - b) Prescribed medicines and supplements;
 - c) Blood and components;
 - d) Anesthesia;
 - e) Surgical appliances and devices; and
 - f) Intra-Operative standard prosthetics subject to the approval of health insurance provider

Charges for the following shall also be covered, among others;

1. Intensive Care Unit;
2. Coronary Care Unit;
3. Telemetry;
4. Operating Theater – As Charged for officer/staff; and up to maximum limit for dependent, subject to maximum annual aggregate limit;

5. Recovery Room;
6. Surgeon's Fee – As Charged for officer/staff; and up to maximum limit for dependent, subject to maximum annual aggregate limit;
7. Anesthetist's Fee – As Charged for officer/staff; and up to maximum limit of Surgeon's Fee for dependent, subject to maximum annual aggregate limit;
8. Organ Transplant of the kidney, heart, liver, lungs or bone marrow provided certified by the Attending Physician to be necessary and which is pre-approved by the health insurance provider, subject to maximum plan limits for officer/staff and for dependent per year.
9. Private Duty Nurse at home only for up to 30 days immediately after hospitalization and when certified necessary by the attending physician;
10. Consultation fees for occupational therapist, therapeutic massage therapist, psychotherapist, physiotherapist, and other allied medical and wellness practitioners if referred by attending physician.

B. Outpatient Benefits

In case a member requires out-patient services, he/she shall be entitled to avail of authorized services in any hospital and by the physician of his/her choice, up to the maximum allowable limit for the out-patient benefit. The officer/staff are entitled up to the annual benefit, while dependents are entitled up to maximum benefit per year, subject to annual aggregate limit.

These charges shall include, among others;

1. Consultation Fees for primary health care attending physician, specialist, physiotherapist, chiropractor, therapeutic massage therapist, psychotherapist, acupuncturist, nutritionist-dietician and other allied
2. medical and wellness practitioners when referred by the attending physician;
3. Required diagnostic laboratory procedures and therapy services as consequence of a covered condition/illness;
4. Prescribed medicines, nutritionals, vaccines and food supplements; and
5. Surgical appliances and devices.

1. Maternity Benefits

Female officer/staff and dependent female spouses shall be covered subject to the maximum annual aggregate plan limit.

Coverage includes;

1. Delivery room and hospital room board;
2. Professional Fees;
3. Miscellaneous Hospital Services and Supplies,
4. Pre-natal and post natal care;
5. Miscarriage, threatened and therapeutic abortion;

6. Complication of pregnancy;
7. Re-hospitalization for maternity complications;
8. Nursery for the newborn for up to 7 days including infant formula and room-in cost excluding Pediatrician's professional fee
9. Consultation with an OB-GYNE, including all OB-GYNE required laboratories;
10. Hospital care during pregnancy;
11. Pre-delivery hospital admission during delicate pregnancies up on recommendation of an affiliated physician.

2. **Vision Benefits**

The officer/staff is entitled to vision benefits of up to maximum limit for the following, among others;

1. Eye examination
2. Contact lens, eyeglass lens/frames as prescribed by an Ophthalmologist

3. **Dental Benefits**

The employee is entitled to dental benefits of up to maximum limit.

Coverage includes, but shall not be limited to the following;

- a. Annual dental examination
- b. Twice a year oral scaling and polishing
- c. Tooth extraction and simple surgeries
- d. Treatment of pain, lesions, wounds, and burns
- e. Gum treatment
- f. Re-cementation of fixed bridges, crowns, jackets, inlays and onlays
- g. Temporary filling
- h. Oral prophylaxis
- i. Permanent light-cure filling of three (3) surfaces
- j. Adjustment of dentures
- k. Dental x-ray, including panoramic x-ray
- l. Root canal for two (2) teeth
- m. Dentures

C. Emergency and Special Benefits
(including outside-of-post emergency services)

In case a member requires emergency services, he/she shall be entitled to avail the needed services in any hospital and by the physician of his/her choice, up to the maximum limit.

Coverage includes;

1. Emergency Dental Services due to a covered accident;

2. Emergency Out-patient Treatment not leading to confinement provided within 24 hours by the out-patient department of a hospital of a licensed doctor in his/her clinics up to maximum annual benefit limit.
3. Emergency ground ambulance services at the soonest possible time, which shall not exceed (1) hour from the time request is made to the provider. Charges for professional ground or air ambulance service to the nearest hospital best equipped to render treatment for an emergency medical condition shall be covered. In the event that the nearest hospital best equipped to render treatment is in a country other than the Post of assignment of the member, the costs for the return transportation of the member, including one (1) companion, to his/her Post of assignment shall be covered;
4. Worldwide Emergency Assistance;
5. Emergency Medical Evacuation to the nearest medical facility up to maximum annual benefit limit. This benefit is applicable for officer/staff only;
6. Repatriation of Mortal Remains if death occurs while overseas, up to maximum annual benefit limit. This benefit is applicable for employee only;
7. Compassionate Visit if the officer/staff needs to be hospitalized for more than 7 days, by providing economy roundtrip transportation to the place of hospitalization for the immediate family member or a friend of the insured Person. This benefit is applicable for officer/staff only.
8. Coverage of charges made by a registered nurse for private professional nursing services if recommended by an affiliated physician within the schedule of fees established by the insurer for the period covered;
9. Coverage of all new modalities of treatment or diagnostics and alternative or non-conventional medicine, such as, but not limited to the following; Laparoscopic Cholecystectomy, Lithotripsy, MRI, Nuclear or Radioactive Isotope Scan, Hysteroscopy Myoma Resection, Unilateral Laparoscopic Adrenalectomy, Bilateral Laparoscopic Adrenalectomy, Transurethral Microwave Therapy of Prostate, Hysteroscopic guided D & C, Percutaneous Ultrasonic Nephrolitholomy, Uterolithotripsy, Stereotactic Brain Biopsy, Cryosurgery, Sleep Study, Sclerotherapy, Pelvic Laparoscopy (for endometriosis) Gamma-Knife Surgery, Physical and Speech Therapy, Laser Treatment for Glaucoma, Cataract, Retinal Detachment and Sleep Apnea;
10. Cost of Prescription Medicine (including maintenance drugs) including contraceptives, vitamins and minerals supplements;
11. Cost of Vaccines, including anti-flu, pneumonia, HPV and H1N1, Ebola, Mers-Cov and other relevant vaccines and allergens up to the maximum benefit limit.



<p>12. Prevention and Treatment of an animal bites – passive immunization for and treatment of animal bites up to the maximum benefits limit.</p>	
<p>IV. Other Conditions</p> <ol style="list-style-type: none"> 1. The Health Service Provider must have participating hospitals and medical services and physicians worldwide, more particularly in the countries where Migrant Workers Office (MWO) are located, including their overseas jurisdiction. It must also have participating hospitals and physicians in Metro Manila and all regions in the Philippines. A list of said participating hospitals and physicians aforementioned shall be submitted by the Health Service Provider as part of its post qualification documents. 2. The Health Service Provider or its duly contracted International Health Service Assistance Provider and/or Emergency Assistance partner, should there be any, shall submit a copy of their service level agreement to ensure the availment by the officers and staff of the medical services in any hospital worldwide pursuant to this Term of Reference; 3. The Health Service Provider or its duly contracted International Health Service Assistance Provider and/or Emergency Assistance partner must likewise undertake to arrange and/or facilitate the hospitalization/confinement of the Officers and Staff and their dependents. 4. In the event that a new Migrant Workers Office shall be opened during the validity of the health service contract, the health provider shall inform the DMW-OWWA of the name and contact details of all hospital where services may be availed of, within a period of thirty (30) days from its opening. The OWWA shall inform the health provider of any plans to open a new Migrant Workers Office at least (60) days prior to the deployment of its officer/staff to that post. 5. The health service provider, through its duly contracted International Health Service Assistance Provider and/or Emergency Assistance partner, will provide the assistance (24 hours a day, 7 days a week) for free, but the client shall be responsible for any third party charges incurred as a result of such advice or assistance unless specified elsewhere in the Policy. The medical service provider, through it duly contracted International Health Service Provider and/or Emergency Assistance partner, shall provide the assistance benefits up to the limits inscribed in the Scheduled of Benefits, provided that such assistance is a result of treatment of illness or injury or due to death which is covered by the Policy, occurring during the Period of medical coverage and provided further that all arrangements are made through the medical health provider's designated assistance provider. The medical health provider shall provide Guarantee of Medical Expenses during Hospitalization for a covered illness or Accident subject to the medical service provider's policy and approval. 	



Guarantee of payment will be issued by the medical service provider's designated assistance provider to the Hospital.

6. The medical service provider shall submit within 15 days after the end of every quarter from the commencement of the contract, the claims utilization report of DMW-OWWA. The claims utilization report for submission to DMW-OWWA should include full details of all claims filed, processed, paid and pending, name of the insured date of claim, diagnosis, treatment, amount, status claim, among others. The failure of the medical service provider to submit each claim utilization report within thirty (30) days after each quarter of the prescribed period shall result in a penalty equals to US\$1,000.00 per day of delay.
7. The medical service provider shall furnish all members with identification cards prior to their assignment to a Foreign Service Post. For an officer/staff at post who applies for coverage with the insurer, the identification card/s shall be issued within a period of thirty (30) days from the insurer's receipt of the application. Pending release of said IDs, cover note shall be issued to the member.
8. The medical service provider shall provide each principal member with a manual of health care package that would be transmitted together within the identification cards.
9. The medical service provider shall designate an accounts/customer relations officer and the contract numbers and address exclusively for this contract.
10. The medical service provider shall make available a 24-hour international toll-free hotline for membership verification and other queries. The medical health provider shall likewise indicate an email address and mobile phone number to which queries by members may be directed, provided that replies to these queries shall be made with 24 hours from the insurer's receipt of queries.
11. All provisions in the contract between DMW-OWWA and the medical service provider shall be interpreted in accordance with, and shall be subject to, Philippine laws and jurisprudence. In case of disagreement, the matter shall be referred to an appropriate court in Pasay City, Philippines, to the exclusion of all other courts, whether local or foreign.
12. The contract period under this procurement shall be for one (1) year. In the event that the contract shall be extended on a monthly basis after its expiration due to the non-completion of the bid process for a new contract, the medical service provider shall not collect any administrative fees and penalties arising from such extensions. Further, no penalties shall be imposed by the medical service provider arising from late payment of premiums due to no fault of DMW-OWWA. In this regard, failure on the part of the Department to pay the premiums due to medical health provider at no fault of the Department shall oblige the medical service provider to continue to provide coverage to the members and their dependents for a period of at least six (6) months.



<p>13. To facilitate the payment premiums, DMW-OWWA and the medical service provider shall agree on the place and modality of payment.</p> <p>14. The membership coverage under this PLAN shall commence on the first day of the month that the officer/staff is scheduled to leave for Post and shall be terminated at the end of the following month upon the end of his/her tour of duty or upon his/her recall to the Home Office.</p> <p>15. The Medical and Health Care Provider shall include benefits for Life Indemnity or Financial Assistance for accidental death or injury when conducting official business in the line of duty, such as: injuries arising from war, invasion, act of foreign enemy, hostilities or warlike operations (whether declared or undeclared), mutiny, riot, civil commotion, strike, civil war, rebellion, revolution, insurrections, conspiracy, military or usurped power, martial law or state of siege, or any of the events of causes which determine the proclamation or maintenance of martial law or state of siege, seizure, quarantine or customs regulations, or nationalization by or under the order of a government or public or local authority; or any weapon or instrument employing atomic fission or radioactive force whether in time of peace or war, as well as ionizing radiation or contamination by radioactivity from any nuclear fuel or from any nuclear waste from the combustion of nuclear fuel.</p>	
<p>V. Criteria in the Selection for Health Care and Medical Service Provider</p> <ol style="list-style-type: none"> 1. With Registered Existing Office in the Philippines; 2. The medical expenses of enrolled personnel shall be 100% shouldered by the medical insurance provider (i.e. deductibles, no co-participation/no co insurance rates, no out of pocket expense of the enrolled personnel); 3. Non-remittance in US dollars to avoid incurrence of various charges and foreign currency fluctuation; 4. Registered with the insurance Commission either as a Medical Insurance provider or registered/listed HMO with international coverage for at least (5) years; 5. Registered with PhilGEPS Platinum Membership and compliant with the technical and financial component for public bidding pursuant to RA 9184; 6. Direct Account (no broker). 	



VI. Approved Budget Cost:

Agency Budget for the Contract	Php 36,190,000.00 *
Breakdown of Budget	Php 27,142,500.00 (75% OWWA share) Php 9,047,500.00 (25% Foreign Services Personnel Share)**
No. of Personnel for enrollment	Welfare Officer - 60 Administrative Officer - 80 Total Foreign Officers - 140 <i>* please see attached Annex A for List of Prospective Principals and Dependents</i> Note: Guaranteed number of enrollees at 100 Overseas Foreign Personnel
Basis and justification – RA 7157 Sec.73 – Medical Insurance ... 25% of the corresponding premiums shall be payable by the personnel concerned and 75% thereof shall be borne by the Government as its contribution.	** Pursuant to DFA Department Order No.: 19A-95 – Chapter III – Entitlement and Benefits – Medical Coverage, Part L - Medical Coverage Sec 201. Group Medical Insurance – states that... <i>“In the Foreign Service, Twenty-Five percent (25%) of the corresponding premium shall be payable by the personnel and the Seventy-Five percent (75%) shall be borne by the Government as its contribution.” (Italic provided)</i>
Note: * subject to upward adjustments upon enrollment of dependents and additional MWO-OWWA deployed personnel	

OVERSEAS WORKERS WELFARE ADMINISTRATION						
LIST OF OVERSEAS PERSONNEL (WELFARE OFFICER AND ADMINISTRATIVE STAFF)						
No.	Gender	Civil Status	Birth Date	Position/ Designation	Location / Place of Assignment	Age (as of 10 May 2023)
1	F	M	15-Dec-70	Administrative Staff	Brunei Darussalam	52
2	F	S	26-Dec-60	Welfare Officer	Hong Kong, SAR	62
3	F	M	14-Mar-78	Administrative Staff	Hong Kong, SAR	45
4	F	S	02-Jan-74	Administrative Staff	Hong Kong, SAR	49
5	F	M	01-Aug-83	Administrative Staff	Hong Kong, SAR	39
6	F	S	28-Aug-66	Administrative Staff	KL, Malaysia	56
7	F	M	26-Sep-60	Welfare Officer	KL, Malaysia	62
8	F	M	22-May-61	Welfare Officer	KL, Malaysia	61
9	F	M	21-May-65	Administrative Staff	KL, Malaysia	57
10	F	M	12-Oct-61	Administrative Staff	Macau, SAR	61
11	F	M	26-Dec-60	Welfare Officer	Macau, SAR	62
12	M	M	04-Sep-67	Administrative Staff	Osaka, Japan	55
13	F	M	04-Jul-61	Welfare Officer	Osaka, Japan	61
14	M	S	12-Sep-86	Welfare Officer	Tokyo, Japan	36
15	F	M	20-Sep-67	Administrative Staff	Tokyo, Japan	55
16	F	S	22-Aug-77	Administrative Staff	Singapore	45
17	F	M	17-May-68	Welfare Officer	Singapore	54
18	F	M	07-Apr-61	Welfare Officer	Seoul, South Korea	62
19	F	M	23-Dec-86	Administrative Staff	Seoul, South Korea	36
20	F	S	12-Jan-63	Welfare Officer	Taipei, Taiwan	60
21	F	M	03-Jan-70	Administrative Staff	Taipei, Taiwan	53
22	M	M	11-Jul-62	Welfare Officer	Kaohsiung, Taiwan	60
23	F	M	13-Jan-76	Administrative Staff	Kaohsiung, Taiwan	47
24	F	M	13-May-62	Welfare Officer	Taichung, Taiwan	60
25	F	M	22-Sep-86	Administrative Staff	Taichung, Taiwan	36
26	F	S	30-Sep-67	Welfare Officer	Wellington, New Zealand	55
27	F	M	04-Apr-64	Welfare Officer	Berlin, Germany	59
28	F	S	16-Oct-86	Administrative Staff	Berlin, Germany	36
29	F	M	14-Oct-64	Welfare Officer	Athens, Greece	58
30	M	S	25-Mar-80	Administrative Staff	Athens, Greece	43
31	F	S	10-Nov-90	Welfare Officer	London, UK	32
32	F	M	22-Oct-84	Administrative Staff	London, UK	38
33	F	F	14-Feb-78	Welfare Officer	Madrid, Spain	45
34	F	S	03-Oct-93	Administrative Staff	Madrid, Spain	29
35	F	M	02-Sep-60	Welfare Officer	Milan, Italy	62
36	F	S	01-Aug-88	Administrative Staff	Milan, Italy	34
37	F	M	13-May-60	Welfare Officer	Rome, Italy	62
38	F	M	11-Jun-62	Administrative Staff	Rome, Italy	60
39	F	M	10-Feb-72	Welfare Officer	Toronto, Canada	51
40	F	M	03-Aug-58	Welfare Officer	Vancouver, Canada	64
41	F	M	12-Jul-67	Administrative Staff	Vancouver, Canada	55
42	F	M	04-Aug-63	Welfare Officer	Los Angeles, USA	59
43	F	S	28-Feb-66	Welfare Officer	Washington, USA	57
44	F	S	30-Mar-91	Administrative Staff	Washington, USA	32
45	F	M	31-Oct-58	Administrative Staff	Manama, Bahrain	64
46	F	M	01-Jun-66	Welfare Officer	Manama, Bahrain	56

47	F	S	05-May-85	Administrative Staff	Tel Aviv, Israel	38
48	F	S	07-Jan-75	Welfare Officer	Tel Aviv, Israel	48
49	F	S	17-May-63	Welfare Officer	Amman, JORDAN	59
50	F	M	21-Jul-66	Administrative Staff	Amman, JORDAN	56
51	M	M	17-May-60	Welfare Officer	Amman, JORDAN	62
52	F	M	16-May-68	Welfare Officer	Kuwait	54
53	F	S	08-Jun-78	Welfare Officer	Kuwait	44
54	F	M	18-Nov-77	Administrative Staff	Kuwait	45
55	M	M	23-Aug-79	Administrative Staff	Kuwait	43
56	M	S	11-Jan-66	Administrative Staff	Kuwait	57
57	M	S	25-Jul-76	Welfare Officer	Kuwait	46
58	M	S	10-May-91	Administrative Staff	Kuwait	31
59	F	M	12-Mar-78	Administrative Staff	Kuwait	45
60	F	S	11-Dec-86	Administrative Staff	Beirut, Lebanon	36
61	F	M	26-Mar-69	Administrative Staff	Beirut, Lebanon	54
62	F	M	19-Jul-70	Welfare Officer	Muscat, Oman	52
63	F	M	10-Jul-64	Administrative Staff	Muscat, Oman	58
64	M	M	27-Feb-60	Welfare Officer	Doha, Qatar	63
65	M	M	10-Jun-93	Administrative Staff	Doha, Qatar	29
66	F	M	15-Jul-72	Administrative Staff	Doha, Qatar	50
67	M	S	16-May-63	Welfare Officer	Al Khobar, KSA	59
68	F	M	03-Jun-88	Administrative Staff	Al Khobar, KSA	34
69	M	M	05-Dec-73	Administrative Staff	Al Khobar, KSA	49
70	M	M	27-Nov-66	Welfare Officer	Jeddah, KSA	56
71	M	M	11-May-69	Welfare Officer	Jeddah, KSA	53
72	M	S	22-Jan-66	Welfare Officer	Jeddah, KSA	57
73	M	S	13-Feb-84	Administrative Staff	Jeddah, KSA	39
74	F	S	26-Jul-75	Administrative Staff	Jeddah, KSA	47
75	F	M	04-Jul-76	Administrative Staff	Jeddah, KSA	46
76	F	M	12-Jul-83	Welfare Officer	Jeddah, KSA	39
77	M	M	13-Jul-75	Welfare Officer	Riyadh, KSA	47
78	F	M	05-Dec-67	Welfare Officer	Riyadh, KSA	55
79	M	M	15-Sep-69	Welfare Officer	Riyadh, KSA	53
80	F	M	21-May-87	Administrative Staff	Riyadh, KSA	35
81	F	M	24-Aug-76	Administrative Staff	Riyadh, KSA	46
82	F	M	08-Apr-69	Administrative Staff	Riyadh, KSA	54
83	M	M	03-Sep-72	Administrative Staff	Riyadh, KSA	50
84	F	M	28-Jan-78	Administrative Staff	Riyadh, KSA	45
85	F	WIDOW	21-Jul-58	Welfare Officer	Abu Dhabi, UAE	64
86	M	M	28-Feb-65	Welfare Officer	Abu Dhabi, UAE	58
87	F	S	14-Aug-73	Administrative Staff	Abu Dhabi, UAE	49
88	F	M	11-Apr-84	Administrative Staff	Abu Dhabi, UAE	39
89	M	S	14-Sep-81	Administrative Staff	Abu Dhabi, UAE	41
90	F	M	08-Oct-83	Administrative Staff	Abu Dhabi, UAE	39
91	M	M	15-Dec-76	Welfare Officer	Dubai, UAE	46
92	F	M	16-Apr-77	Administrative Staff	Dubai, UAE	46
93	F	M	24-Mar-62	Welfare Officer	Dubai, UAE	61
94	F	M	22-Nov-70	Administrative Staff	Dubai, UAE	52
95	F	S	10-May-78	Administrative Staff	Dubai, UAE	45
96	M	M	14-May-83	Administrative Staff	Dubai, UAE	39
97	F	M	17-Feb-66	Welfare Officer	Dubai, UAE	57
98	F	WIDOW	27-May-60	Welfare Officer	Brunei Darussalam	62



99	M	M	15-Feb-60	Welfare Officer	Riyadh, KSA	63
100	M	M	04-May-62	Welfare Officer	Jeddah, KSA	61
101	F	M	15-Mar-66	Administrative Staff	Doha, Qatar	57
102	F	S	03-Mar-73	Administrative Staff	Doha, Qatar	50

PRINCIPAL WITH DEPENDENTS						
No.	Position	Gender	Civil Status	Birth Date	Relationship	Age (as of 10 May 2023)
1	Welfare Officer	M	M	29-Apr-57	HUSBAND	66
2	Welfare Officer	F	M	14-Jun-70	WIFE	52
3	Welfare Officer	M	M	10-Oct-64	HUSBAND	58
4	Welfare Officer	F	M	11-Jun-60	WIFE	62
5	Welfare Officer	M	M	29-Jan-59	HUSBAND	64
6	Administrative Staff	M	M	30-Aug-90	HUSBAND	32
		M	S	04-Jun-17	SON	5
7	Welfare Officer	M	M	10-Jun-62	HUSBAND	60
		F	S	02-Dec-01	DAUGHTER	21
		F	S	25-Feb-08	DAUGHTER	15
8	Welfare Officer	M	M	13-Sep-70	HUSBAND	52
9	Welfare Officer	F	M	10-Nov-64	WIFE	58
		M	S	14-Jul-05	SON	17
10	Welfare Officer	M	M	23-Nov-61	HUSBAND	61
11	Welfare Officer	F	S	09-May-07	DAUGHTER	16
		M	M	13-Sep-63	HUSBAND	59
12	Welfare Officer	M	M	15-Feb-86	HUSBAND	37
13	Administrative Staff	F	M	27-Feb-84	WIFE	39
		F	S	26-Jan-19	DAUGHTER	4
		F	S	25-May-13	DAUGHTER	9
		F	S	25-Apr-20	DAUGHTER	3
14	Administrative Staff	F	M	09-Oct-82	WIFE	40
15	Administrative Staff	M	M	21-Apr-49	HUSBAND	74
		M	S	21-May-18	SON	4