



## **ANNUAL REPORT 2017**

**© ORDER OF PSYCHOLOGISTS IN THE REPUBLIC OF ALBANIA**



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## Welcome Speech of the President



*(Valbona Treska, PhD – President)*

After a physically and psychologically tiresome year, after a year of realized dreams and with clear objectives ahead, after a year with friends but also with malevolent ones, after a year with people who believed in the establishment of the Order of the Psychologists, but also others who were skeptical and disregarded our work, after a year of debates, with fears, with uncertainty, but also with handshakes, courage, emotion and love, I have the great pleasure of sharing with you the work accomplished during this period, results and objectives to move forward. I have the pleasure to jointly share our journey within less than a calendar year. The Order of the Psychologists,

the highly desired institution and indispensable for all professional psychologists in Albania was established under the conditions of a full chaos of exerting the profession of psychologist in Albania, which has undoubtedly made the establishment of rules be a real challenge for all of us.

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The institution officially started in February 2017, after elections of the Founding Assembly dated 28 January 2017, in which the first management bodies were elected.

The Order started work with the supply with official seal and establishment of institutional contacts. The creation of infrastructure, seat establishment, registration with fiscal authorities and building of a functional administration, were some of the emergences of the institution during the first two months, which went parallel to the creation of website, a regionalized *database* for the psychologists, as well as with the formulation and approval at the National Council, of normative acts required for the smooth functioning and operation of the Order. In April 2017 we started memberships in the Order with an infrastructure set up within only 2 months.

In June 2017 we started a public awareness campaign in all the main cities of Albania to further approach the psychologists to their institution, the Order of the Psychologists, as well as to prepare them for participation in the first National Assembly on 30 June 2017. This Assembly approved the Statute, Code of Ethics and Deontology, Regulation on the Registration, Membership and Licensing, Regulation on Professional Judgment, as well as the Budget for financial year 2017.

In May 2017 we signed the Memorandum of Cooperation with the former Ministry of Social



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Welfare and Youth, a document which paved the way to licensing of a category of psychologists, who, according to law, were excluded from the state exam. The Licensing Commission started work in July and until the end of year, has examined hundreds of files. It has approved the permit to practice profession (license) for 307 psychologists.

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We have been co-organizers in two international conferences hosted by the Faculty of Social Sciences and Institute of Public Health.

The Order of the Psychologists has had a broad activity in international relations. In October we finalized a Memorandum of Understanding with "COP Spain", the College of Spanish Psychologists, and in November we were in the capacity of special guest at the Croatian Psychological Association's National Conference of Psychologists.

Working groups, inter-institutional cooperation, highlighting issues that require legal amendments on the work of the psychologist have been daily part of our activity.

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The Order of the Psychologists has had a challenging year in terms of its establishment. It is expanded along with the membership and with local and international activities.

The institution, which will be the home of hundreds of local psychologists that has not yet celebrated its first anniversary, is only in the first steps.

We will work together to strengthen the role of the psychologist in society, to improve the quality of service, to increase the number of qualified professionals, to raise awareness of the citizens about the importance of the professional psychologist of health, school, judiciary and other services, and to pave the way for the empowerment of the organizational psychologist.

I feel honored that in this new path of the Order of the Psychologists, I will be with You and near You. Looking behind and seeing hundreds of assignments done, I feel more motivated to move forward and more accountable. I share the belief that this is only the beginning. With the work of all of us together, our profession will acquire the attention it deserves and will gain the dignity that has been missing during these years.

...because the professional psychologists know how to approach people to each other, to restore self-confidence, to enhance positive emotions and make a better society.

Thank You everyone for Your support during this year!

**Valbona Treska**  
**President**

**Tirana, Albania, on January 2018**



## 1. Brief description of the situation of psychology as a discipline in Albania

Psychology in Albania has begun to launch the first steps in the 1980s. In 1996, the Department of Psychology at the Faculty of Social Sciences in Tirana was opened for the first time in 1996. After that, psychology departments were also opened at the University of Shkodra and Elbasan, and then in a number of other non-public universities.

Since 1996 studies were completed at this branch with thousands of students, but for many years, and still today, state authorities did not have an accurate nominal list (*database*) for the number of graduates. The lack of graduate figures as a whole, as well as their specialization in certain profiles, has led to the lack of clear policies on University curricula, particularly master programs, employment programs, and the lack of impact on legal amendments for the implementation of the psychologist's role.

The need for the first employment of psychologists in public institutions was launched in 2002 by the Municipality of Tirana, which set up the Social Service sector and hired the first psychologists to practice their profession at the nurseries of the capital. Then, the psychologist was added to the organizational chart of schools, hospitals, prisons, and later to the police, prosecutor's offices and other smaller institutions. A great deal of involvement of psychologists as professionals is present at the first and second instance courts throughout the country, as well as non-profit organizations.

The increase of the role of psychologist at the courts began in 2004 with the new amendments made to the Family Code,

particularly in the processes of dissolution of marriages, in which the court had to decide about the method of raising and educating the juvenile children and ever since, their role has expanded to other civil and criminal cases. In the circumstances where there was no regulator of the profession and involvement of the psychologist in the process was (and continues to be) only at the judge's discretion, Psychology fresh and inexperienced graduates or individuals, who have not completed their studies in Psychology but assumed to practice the profession, were involved in the processes in a number of cases.

In the conditions of desire and need to practice profession, in recent years a small group of psychologists made efforts to access to the market the private psychological service, while psychotherapy is a discipline of psychology that is very little developed in Albania.

During these years there was a lack of standardized assessment instruments, working protocols, competences of each professional in specific disciplines of psychology. Training seminars were periodic, and there was never a Code of Ethics in place, to set standards of professional behavior. Everyone has made all possible efforts in the framework of profession, to earn financial income, without having a legal basis and a professional regulator.

The rapid increase of the number of psychologists in the market and the need to regulate the profession led to the imperative of drafting special legislation and establishment of the Order of the Psychologists.



## 2. Legal basis for the operation and procedures followed for establishment of the Order

Law 40/2016 of the Order of the Psychologists in the Republic of Albania was approved by the Assembly and entered into force on 24.05.2016. The Ministry of Social Welfare and Youth was responsible by law to hold the first elections for the governing bodies of the Order and to establish the Institution.

The Order of the Psychologists (hereinafter referred to as Order) was established by the Founding Assembly on 28 January 2017.



On 3 February 2017 the Interim Commission certified the results of elections and prepared the ground for the establishment of institution.

After first elections, in conformity with law, the governing bodies of the Order were elected as follows: President and 11 members of the National Council. According to law 40/2016 the National Council consists of 17 members, of whom the President of the Order, 11 elected members and 5 representative members of line ministries coordinating work with the Order, who, pursuant to law, are specified as below:

- Former Ministry of Social Welfare and Youth - 1 member
- Ministry of Education - 1 member
- Ministry of Justice – 1 member
- Ministry of Health – 1 member
- Ministry of Defense – 1 member.

### 2.1 FOUNDING ASSEMBLY

Based on the obligation under law, the Minister responsible for social issues, by virtue of the Order no. 217, dated 03.10.2016, set up the Interim Commission for holding first elections of the government bodies of the Order of the Psychologists. The Interim Commission, composed of representatives of the Faculty of Social Sciences and other psychologists, created a preliminary register of psychologists, who would potentially be future members of the Order of the Psychologists. This Commission,

under full competence conferred by the transitional and final provisions of the Law "On the Order of the Psychologists", established a regulation on the first elections for the governing bodies of the Order of the Psychologists and registered the respective candidacies for them, set up the Voting Commission and set the date of the first elections on 28 January 2017. The Interim Commission published the list of persons entered into the preliminary register and candidates for senior management bodies: two





candidates for the seat of the President; six candidates for three members of the National Council from among the lecturers; fifteen candidates for seven members of the National Council from among psychologists working at institutions, one candidate for a member of psychologists working with associations. Each candidate had his/her own personal observer in each ballot box, until the end of the ballot counting and keeping the respective record for each ballot box.



The voting process was attended by about 400 psychologists, who had been previously enrolled with the preliminary register, who appeared on the voting day, were identified by the Voting Commission on the basis of their ID

Card. As for each ballot box, the Voting Commission, transparently showing the observers every ballot paper, issued the result of the polls and announced the winner.



This decision was forwarded to the Interim Commission, which officially certified the election results. All founding acts were officially transmitted from the Ministry of Social Welfare and Youth to the newly established bodies of the Order, paving the way for establishment of the institution.

### 3. Constitution and establishment of the institution

Immediately after the certification of elections, efforts began since the beginning of February 2017 for the establishment of institution. In February 2017, the Order was supplied with the official seal of the Ministry of Defense, which paved the way for the formalization of institutional relations. The first duty consisted of the request to line ministries to fill vacancies with their representatives in the National Council, in order to render the body functional. The first informal meetings of the

Council were held in private premises, while efforts started to establish the institution's seat.

Unlike all previous laws for the establishment of other professional Orders in Albania, where the state was committed to finance for one or two years newly established institutions, the law "On the Order of the Psychologists in the Republic of Albania" did not foresee any financial assistance for its creation. The Order Offices and the entire



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infrastructure for operation were set up on the basis of personal contribution/input, in order to meet the immediate initial needs for its operation.

### 3.1 Seat of the Order of the Psychologists

As a public entity, the Order of the Psychologists should have its own headquarters in Tirana. To accomplish the daily activity tasks of the institution, and taking into account the financial income, it was deemed reasonable the lease of premises in an area accessible by all psychologists, in order to worthily implement services to them.



The Order offices became operational on 1 March 2017, a day on which it was held the first formal meeting of the National Council.



The offices are extended to premises of 118 m<sup>2</sup>, composed of the reception area, meeting room, President's office and legal-finance office.



## 4. Organizational structure of the Order of the Psychologists

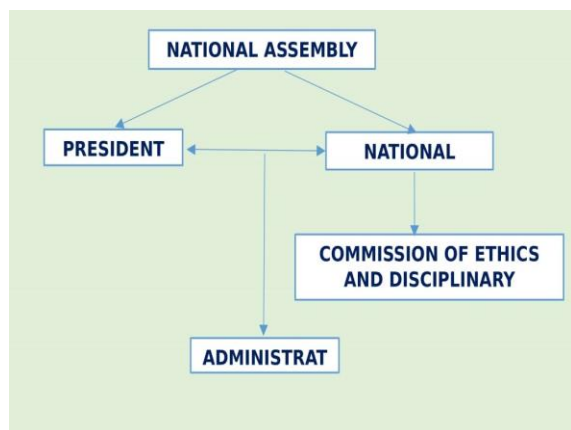
The main bodies of the Order are as follows:

- National Assembly;
- National Council;
- President's Order;
- Commission of Ethics and Professional Disciplinary Judgment.





## Organizational structure of the Order of the Psychologists



### 4.1 National Assembly

National Assembly is the highest governing body of the Order of the Psychologists. National Assembly consists of all members of the Order of the Psychologists.

It has the following functions:

- a) elects the National Council and President of the Order by secret ballot and with a simple majority of all its members;
- b) approves the statute of the Order;
- c) approves the Code of Ethics and Deontology;
- ç) approves the regulation on disciplinary professional judgment;
- d) approves the regulation on registration, membership and licensing;
- dh) approves the regulation on professional internship organization;
- e) examines and approves the draft budget of the Order, and examines its factual budget;
- ë) analyzes the annual activity of the Order bodies;
- f) examines the external audit report within three-year terms.

### 4.2 National Council

The National Council of the Order is the Order's executive body composed of 17 members. The elected members of the National council are as follows:

Dr.Blerita Bodinaku  
Prof.As.Arjana Muça (resigned on 10.07.2017)  
Dr.Brunilda Laboviti  
Dr.Valbona Habili  
Elona Mustafaraj  
Dr.Skerdi Zahaj  
Gracela Mana  
Sonila Meçaj  
Denata Toçe  
Redina Balla  
Rezarta Basha



The National Council also consists of 5 members assigned by the Ministries, currently only 4 members<sup>1</sup>, respectively from:

- 1. Ministry of Health and Social protection (at the same time the competent Authority of the Order of the Psychologists, according to law)
- 2. Ministry of Education, Sport and Youth
- 3. Ministry of Justice
- 4. Ministry of Defense

<sup>1</sup>According to Law 40/2016 there were 5 members assigned by the line Ministries as part of the National Council, including also the former Ministry of Social Welfare and Youth. This Ministry, by decision of the Government of Albania, was dissolved in September 2017. All its powers were delegated to the Ministry of Health and Social Protection. This downsized the number of members assigned at the National Council, since September 2017, to four.



The National Council has the following responsibilities:

- a) approves its own organizational structure;
- b) sets the contributions and fees;
- c) administers movable and immovable properties of the Order at national level;
- d) supervises the full activity of its subordinate bodies;
- e) drafts the statute, regulations of the Order, as well as the Code of Ethics and Deontology and proposes them for approval to the National Assembly;
- f) maintains and updates the Register of the Order of the Psychologists;
- g) sets up *ad hoc* working groups to carry out audios for practice of the psychologist's profession;
- h) prepares and publishes the annual and financial report.

#### 4.3 Commission of Professional Disciplinary Judgment

This commission is set up under the Order pursuant to article 19 of Law 40/2016 "On the Order of the Psychologists". Based on this article, by Decision no. 20, dated 13.10.2017, the National Council set up a Professional Disciplinary Judgment Commission. This commission, based on the Regulation of Professional Disciplinary Judgment, approved under number 16, dated 18.05.2017, by the decision of the National Council, has a 3 year term of office. The 3-year term of office was assigned to maintain the integrity of the units and continuity of their functioning. The 3-year term of office was also set for its functioning to correspond to the 4-year term of office set by law for the President and National Council, and the bodies maintained independence from each other.

The Disciplinary Judgment Commission includes within its organizational structure, 5 members with a professional working experience of more than 10 years.

- Dr.Edvin Lame
- Dr.Jonida Haxhiu
- Dr.Migena Buka
- Dr.Stela Dhima
- Dr.Proc.Anjeza Vila



The Commission operates in conformity with the Law on the Order of the Psychologists, Code of Ethics and Deontology, as well as the Regulation of Professional Disciplinary Judgment.



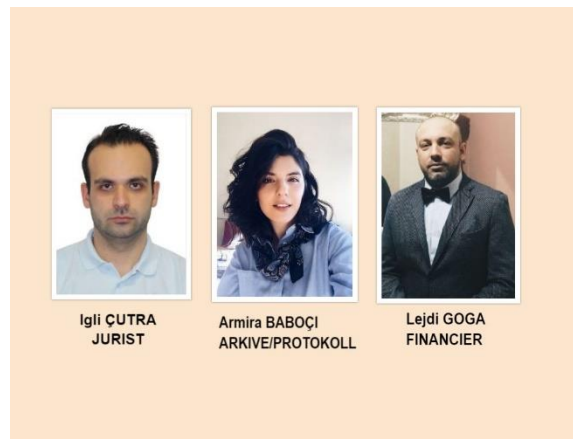
#### 4.4 Administration of the Order of the Psychologists

Taking into account the lack of financial support for the establishment and functioning of the Order, as well as difficulties in collecting the financial income from membership during the first year, it was deemed reasonable to establish a minimum administration that would be capable to carry out daily activity.

The administration consists of:

- Legal Office – one employee, Mr. Igli Çutra
- Finance Office – one employee, Mr. Lejdi Goga
- Secretariat, Protocol, Archive Office– one employee, Mrs. Armira Baboçi

With a view of establishing a legal infrastructure and specialized legal assistance, which has been imperative in this first year, the Order of the Psychologists has signed with the



Legal Consultancy Office "BHF Consulting" an agreement for free legal aid for a period of 1 year. (Consultancy Agreement under Prot. no. 15, dated 08.04.2017).

#### 4.5 Other commissions

Other commissions operate within the Order of the Psychologists, which are required for the accomplishment of its mission.

##### 5.5.1 Licensing Commission

Set up by virtue of the decision no. 13, dated 29.03.2017 by the National Council of the Order of the Psychologists, as amended by decision no. 17, dated 16.06.2017 (from the same Council), the Licensing Commission includes within its organizational structure, 5 members of whom:

- 3 members from the National Council:  
Dr.Skerdi Zahaj  
Sonila Meçaj  
Gracela Mana
- 1 member from the Legal Office of the Order of the Psychologists - Mr.Igli Çutra
- President - Dr.Valbona Treska





## 5. Activity of governing bodies and normative acts issued during this year

### V.1 National Council

During this year the National Council of the Order of the Psychologists of the Republic of Albania had a very busy activity, especially during the first three months of the institution establishment. Considering that for a short time the institution had to become operational, there was a need to draft and approve a large number of normative acts, some of which, after being reviewed and approved by the National Council, passed for approval to the National Assembly, the highest level body of the Order of the Psychologists.

In the period from March to October 2017, the Council has held 7 official meetings in which the following decisions were taken:

- Decision no. 1, dated 01.03.2017 "On the takeover of founding acts of the Order of the Psychologists"
- Decision no. 2, dated 01.03.2017 "Setting the contribution fee"
- Decision no. 3, dated 01.03.2017 "Establishment of the procedures for drafting the Administrative Regulation"
- Decision no. 4, dated 01.03.2017 "On drafting of the Regulation on Administration and Updating of the Basic Register of the Order of the Psychologists"
- Decision no. 5, dated 01.03.2017 "On drafting of the Financial Regulation"
- Decision no. 6, dated 01.03.2017 "On the Draft Budget formulation"
- Decision no. 7, dated 01.03.2017 "On drafting the Statute of the Order of the Psychologists"
- Decision no. 8, dated 23.03.2017 "Approval of the Statute and Administrative Regulation"
- Decision no. 9, dated 23.03.2017 "Approval of Financial Regulation".

- Decision no. 10, dated 23.03.2017 "Approval of the Regulation on Registration, Membership and Licensing in the Order of the Psychologists".
- Decision no. 11, dated 29.03.2017 "Approval of the Draft Budget".
- Decision no. 12, dated 29.03.2017 "Setting fees of the National Council Members".
- Decision no. 13, dated 29.03.2017 "Establishment of the Licensing Commission".
- Decision no. 14, dated 29.03.2017 "Establishment of the procedure for drafting the Code of Ethics and Deontology of the Order of the Psychologists".
- Decision no. 15, dated 18.05.2017 "Approval of the Code of Ethics and Deontology of the Order of the Psychologists".
- Decision no. 16, dated 18.05.2017 "Approval of the Regulation of Professional Disciplinary Judgment"
- Decision no. 17, dated 16.06.2017 "Enlargement of the Licensing Commission".
- Decision no. 18, dated 16.06.2017 "On the establishment of criteria for the licensing of psychologists, who have practiced their profession before entry into force of the law".
- Decision no. 19, dated 16.06.2017 "Setting the Licensing Fee".
- Decision no. 20, dated 13.10.2017 "Establishment of the Commission of Ethics of Professional Disciplinary Judgment"
- Decision no. 21, dated 13.10.2017 "Setting fees for members of the Commission of Ethics and of Professional Disciplinary Judgment and for the Licensing Commission members".





## 5.2 National Assembly

On 30.06.2017 this year it was held the First General Assembly of the Order of the Psychologists in the Republic of Albania. The Assembly approved all Founding Acts of the Order of the Psychologists as follows:

### *Statute of the Order of the Psychologists of Albania*

The Statute of the Order of the Psychologists serves to establish the legal basis and is the basic act on which the institution of the Order of the Psychologists operates. The Order of the Psychologists was established under the Law no.40 / 2016 "On the Order of the Psychologists in the Republic of Albania" and is a non-governmental, professional, independent public entity, which represents and protects the common interests of the members of the Order and regulates the activities and relationship between them in support of the public.



### *Regulation for Registration, Membership and Licensing in the Order of the Psychologists*

The Regulation on Registration, Membership and Licensing in the Order of the Psychologists aims to establish the criteria and standards for registration, membership and

supply with the License for individual practice of the Psychologist's profession.



### *Code of Ethics and Deontology*

The Code of Ethics and Deontology aims to establish standards of professional conduct and to be applied in every aspect of the practice of the profession by the psychologist.

The Code of Ethics and Deontology consists of:

- a) Introduction, which describes the purpose, organization and field of application of the Code of Ethics and Deontology,
- b) Foreword and 5 General Principles; which are intended to guide psychologists to the highest ideals in the field of psychology,
- c) Ethical standards, which determine the proper rules of conduct for the psychologist.







### *Regulation of Disciplinary Judgment*

The Regulation of Professional Disciplinary Judgment aims to establish basic principles and rules to ensure an objective, fair and impartial disciplinary trial, to protect the member of the Order from an arbitrary and undeserved punishment, and to identify and punish professional violations through disciplinary judgment based on the complaints filed with the Order.

### *Budget*

The budget regulates all expenses to be incurred during calendar year 2017, grouped by items.



All decisions taken by the National Council and National Assembly are accessible to the website:

<http://www.urdhriipsikologut.al/vendime/>

## 5.3 Commission of Ethics and Professional Disciplinary Judgment

The Professional Disciplinary Judgment Commission commenced its work on October 27, 2017. The first complaints filed and protocolled with the Order of the Psychologists date back to March, the time when the institution started to operate.

The “Complaint Form” was drafted based on the need to have a standard model on the complaint of an individual or institutions to a specific psychologist, being easily accessible in our website:

<http://www.urdhriipsikologut.al/formular-ankese/>

The Commission judges in conformity with the “Law 40/2016 on the Order of the Psychologists”, “Statute”, “Code of Ethics and Deontology” and “Regulation on the Professional Disciplinary Judgment”.

During this 2-month period, also based on the compliance with deadlines and procedures set out in normative acts, the Commission has reviewed, based on the complaint of citizens, 4 (four) cases to the psychologists to whom the complaint was sent. One of the complaints is initiated *ex officio* by the President, based on the denouncement of a case in one of the investigative shows in a public TV station.

## 6. Membership of the Order of the Psychologists

In order to be members of the Order of the Psychologists in the Republic of Albania, the psychologists should meet the following criteria:

- hold a “Bachelor” and “Master of Science” diploma or “Professional Master” in Psychology

or equivalent thereof, according to the applicable legislation on higher education, issued by the institution of higher education, in Albania or abroad, recognized by the Ministry responsible for education;



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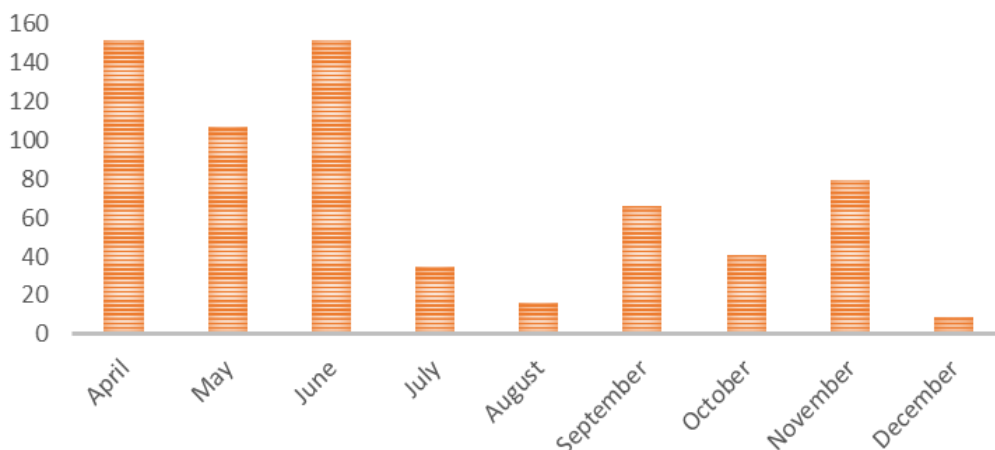
- not be convicted by virtue of a final court decision for the commission of a criminal offence related to the practice of profession at the time of the application for membership.

Exceptionally, the persons who at the time of entry into force of this law, practice the profession of psychologist and have completed two cycles of studies in Psychology (other than Bachelor and Master), and with 5-year experience, on part time basis, practicing the profession of psychologist, shall be registered with the Order of the Psychologists.

The Administration of the Order has continuously done extensive efforts to promote awareness not only to the psychologists themselves, but also to the public and private institutions, which have become aware of the need for law enforcement and are kept constantly informed about the phases of the institution's development. Membership has been growing rapidly from April to December 2017.

To date, the Order of the Psychologists counts 655 registered members.

### REGISTRATION OF MEMBERS BY MONTHS



	March	April	May	June	July	August	September	October	November	December	Annual total
Registered members	-	151	107	151	35	16	66	41	79	9	655

### Licensed psychologists



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Licensing of psychologists is regulated by the law on regulated professions in the Republic of Albania. According to this law, after completion of Bachelor and Master studies in Psychology, a one-year professional internship must be completed and then a State Exam is given as a prerequisite for licensing. Exceptionally, this law provides for that psychologists, who have practiced their profession before the entry into force of this law, are exempted from the obligation to pass the state exam.

In these circumstances, in compliance with legal obligations<sup>2</sup>, the Order initiated the licensing process for this category of psychologists, based on the Law no.10171, dated 22.10.2009 "On Regulated Professions in the Republic of Albania" (as amended)<sup>3</sup> and the Memorandum of Cooperation between the former Ministry of Social Welfare and Youth and the Order of the Psychologists<sup>4</sup>.

<sup>2</sup> Article 6 of Law no. 40/2016 "On the Order of the Psychologists in the Republic of Albania", paragraph 1: The Order of the Psychologists Mission is to promote and maintain high standards in the training and practise of the profession in the field of psychology, as well as the protection of service beneficiaries from the wrongful practice of the psychologist's profession. Ibid, paragraph 2.: With a view of the accomplishment of its mission, the Order of the Psychologists exerts the following competences: a) grants and removes the right to practice the profession of psychologist;

<sup>3</sup> Article 9 of Law 10 171, dated 22.10.2009 "On regulated professions in the Republic of Albania" (as amended), paragraph 4.: The following shall be exempted from the obligation to give the state exam: a) the professional, who at the time of entry into force of this law, practises or has practised a regulated profession;

<sup>4</sup> Memorandum of Cooperation between the Ministry of Social Welfare and Youth and the Order of the Psychologists under Prot. no. 2980 of MSWY and Prot. no. 22 of OP, dated 19.05.2017, article 3: MSWY, through its own units, assumes to

The National Council, by virtue of a special decision, set out the licensing criteria for all those members who had practiced their profession on a regular basis before the entry into force of the law and were exempted from the obligation to issue a state examination.

The Licensing Commission has approved to date 307 Individual permits for Practice of the Psychologist's Profession (Professional License).



accomplish the following duties: b) to support and encourage the Order of the Psychologists to launch the process of licensing of psychologists, who have practised the profession before the entry into force of Law 40/2016 "On the Order of the Psychologists in the Republic of Albania". Ibid, article 4: The Order of the Psychologists in the Republic of Albania assumes to accomplish the following duties: a) to start procedures for the licensing of psychologists, who have practised the profession before the entry into force of Law 40/2016 "On the Order of the Psychologists in the Republic of Albania", informing MSWY about all steps undertaken.



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Licensed Psychologists



Licensed Psychologists	Date <sup>1</sup> 01.09.2017	Date 22.11.2017	Total
Total licensed psychologists	154	153	307
Clinic Psychologists	74	73	147
School & Organizational Psychologists	26	22	48
School Psychologists	10	18	28
Organizational Psychologists	4	4	8
Psychologists at Institutions	8	9	17
Psychologists in Psychological Counselling	23	18	41
Psychologists in Psychological Research	-	5	5
Psychologists in Professional Guidance	4	5	9
Legal Psychologists	5	-	5
General Psychologists	4	4	8
Community Psychologists	1	1	2
Psychologists in Psychological Rehabilitation	1	-	1



## 7. WEBSITE CONSTRUCTION, ELECTRONIC REGISTERS AND “QR CODE”

The official electronic website of the Order of the Psychologists [www.urdhriipsikologut.al](http://www.urdhriipsikologut.al) became operational and was published in March 2017.

The website is divided into several sections, of which: the bodies of the Order of the Psychologists, legislation, activities, decisions etc.

The website also publishes every important notification of which the psychologists should be informed in real time.

Two of the most important sections of the website are two electronic registers published: Register of membership and Register of the licensed psychologists.

### Register of membership

This register contains the list of psychologists that have joined the Order as members. It includes identification data for each psychologist. The register is built to operate in two systems. The electronic system contains every data for psychologist members, while the online register publishes and exposes only data required for the psychologists.

The online published register is divided into the following sections: identification number for each member, name/surname, domicile and contact number or in absence, the email. Domicile is a necessary data, so that the interested persons identify the psychologists, who practice their profession at their domiciles, in order to have a faster service, when required.

The phone number was considered to be added to the register as an effective way of contacting the psychologist. This is because not all interested persons have access to electronic mail, while the exact addresses of the place where the psychologist practices the profession, are lacking.

In the framework of the implementation of law on personal data protection, psychologists who have agreed to publish the telephone number, have signed a declaration to allow the publication of this information.

### Register of licensed psychologists

The Register of Licensed Psychologists is published in September 2017 and is still under construction for further completion of the indispensable data of each psychologist. This register currently contains these sections; license number, title, domicile, and photograph.

Both registers are updated based on new memberships and licensing.

### QR Code

A fresh component that was applied for the first time by professional orders in Albania was the use of QR Code as an identification and security element for every psychologist both in the membership card and individual permit to practice the profession.





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Every permit for the practice of profession and annual membership card contain this security element, which, if read in an ordinary application, is directly linked with the register of online licensed psychologists and generates personal data of the respective psychologist.

This element of security serves the personalized personal data protection; increase of transparency and security, as well as to ensure the delivery of personalized services.

## 8. ACTIVITIES OF THE ORDER

Though a new institution, during this year the Order of the Psychologists is engaged in a number of activities as an organizer and co-organizer.

➤ On 25 May 2017 we have joined the Labor Fair organized by the European University of Tirana. The attendance in that fair was in the framework of information about the role, mission and importance of the Order of the Psychologists.

➤ Immediately after the formulation of functional acts of the Order of the Psychologists and their prior approval by the National Council, a public awareness campaign was launched in different regions of Albania, with a view of their knowledge, due to their importance in the work of every psychologist.

The campaign is developed in the following districts:

- Korçë, on 03.06.2017



- Elbasan, on 05.06.2017





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- Lezhë, on 06.06.2017



- Vlorë, on 07.06.2017
- Durrës, on 14.06.2017



- Fier, on 21.06.2017

➤ During this year the Order of the Psychologists has developed an open lecture with Prof. Ray Bull and Bianca Baker, dated 28 September 2017. The activity was conducted in cooperation with FSHS and Albanian University. The open lecture topics at the Faculty of Social Sciences were:

Prof. Ray Bull: *“What makes accounts for interviews credible”*



Bianca Baker: *“Your Future in Forensic and Legal Psychology”*



The first licenses were distributed during this activity, a special and highly welcomed moment by all local psychologists.



Topics of open lecture at “Albanian University”:



Prof. Ray Bull: “*Psychological research of the interviewing of suspects*”.



➤ Co-organizer with FSHS for the implementation of the International Conference “*Psycho-social dynamics of development and education challenges*”, held on 24-25 November.

➤ Open Day, on 22.12.2017, a day on which the licenses of the second group of licensees were distributed.

## 9. NATIONAL AND INTERNATIONAL RELATIONS

### 9.1 National Relations

Since its initial steps, the Order’s priority was to build and strengthen national and international relations.

Institutional relations, especially with line ministries, but also with their subordinate institutions and those of local government, have helped our consolidation and development.

➤ The competent authority, former Ministry of Social Welfare and Youth, has played a decisive role from the very establishment of the Order and then in adopting the normative acts required. The Memorandum of Understanding, signed on

May 19, 2017, between our two institutions, paved the way for the licensing of psychologists, who had completed their studies before the entry into force of law.

➤ In September 2017, following the changes in the organizational structure of national governance, responsibility as the competent authority for the Order of the Psychologists was assigned to the Ministry of Health and Social Welfare. Close cooperation shortly led to the drafting of a Professional Practice Regulation, which is expected to enter into force in early 2018, as soon as it is signed by the competent





authority and the Ministry of Education, Sports and Youth, in conformity with law.

➤ The Order also had close cooperation with the Ministry of Education, Sports and Youth, the ministry that covers the largest number of psychologists hired at the administration. A number of workshops were conducted during this year, proposals are discussed and efforts are made for the issuance of an Instruction on psycho-social service at schools.

➤ Contacts are established with the Ministry of Justice. During the meetings conducted, focus was shifted to the empowerment and regulation of the psychologist's role at courts. Following the new amendments of Civil Code and its entry into force on 4 November 2017, it has arisen the need for the formulation of project-drafts on proposals about the legal psychologist, which will be formalized by the ongoing bylaws. Cooperation relations are built on the manner of regulation of the psychologist's role for the implementation of "Criminal Code on Juveniles", which will enter into force in January 2018.

## 9.2 International Relations

The establishment of contacts, formalizing relationships and cooperating with Psychologist Associations, Important Orders and Organizations in Europe, USA and beyond, have been in the focus of our work since the first month of institution building. Continuous correspondence, desire and goodwill to learn from the experiences of key psychology organizations, that have strengthened and consolidated the role of psychologist in the recent decades, were finalized during this year, with some vital cooperation.

➤ In October 2017, a delegation of the Order of Psychologist of Albania, chaired by the

There was a close cooperation with the Ministry of Justice regarding the functioning of psychologists summoned in the quality of experts at the court. Since a few months the courts of both instances all over the country have started to become aware to not involve in trials non-licensed psychologists. We deem that awareness and sensitization of the judiciary has been one of the most fruitful efforts of the Order during this year.

➤ The Order of the Psychologists has built contacts and had a continuous and effective cooperation with the office of the National Coordinator for Violent Extremism Affairs at the Prime Minister's Office.

We are collaborating on awareness-raising campaigns launched all over Albania, in cooperation with the Ministry of Education and international organizations operating in Albania to read the early signs of anti-social, radical and extremist behaviors within school premises.

President, conducted a working visit to Spain with the "Consejo General de la Psicología de Espana". The Memorandum of Understanding signed by President Dr. Valbona Treska and President Francisco Santolaya PhD, paved the way for inter-institutional cooperation.





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The ongoing relationship with COP Spain has been a major contributor to the drafts currently being formulated for psychologist working protocols.



➤ In November 2017, the Order of the Psychologists, in a delegation chaired by the President, Mrs. Treska, attended the 25th National Conference of Croatian Psychologists, organized in Zadar, Croatia, in the quality of special guest.



Participation in this activity formalized the relationship between the parties. The President of Croatian psychologists, Josip Lopizic, has been one of the promoters of the Order of Psychologists of Albania in the international arena and especially in the process of membership in EFPA.







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➤ The Order of the Psychologists has also had written and electronic correspondence with the Order of Psychologists of Portugal, Ordem dos Psicólogos Portugueses, with whom it was expected to formalize the cooperation agreement during a workshop/work visit in February 2018.

➤ In the capacity of the highest level body of the psychologists of Albania, we have also established relations with other counterpart associations in Europe, which are expected to be cooperative in the coming year, and have been invited to several national and international conferences as well summits in the field of psychology, which are expected to be held in 2018 in Europe and USA.

➤ In continuous correspondence with representatives of the European Association of Work and Organizational Psychology (“EAWOP”) and with their full support, with a view of full membership, in October 2017 we completed the application for membership in EAWOP. In May 2018, a delegation of the Order was invited in the quality of a pending

member at the meeting of EAWOP Members to be held in Turin, Italy. Membership in the European Association of Work and Organizational Psychologists will be a very important step in strengthening the role of organizational psychologist in Albania. In cooperation with EAWOP, we aim to make amendments to the Albanian legislation for a wide involvement of the organizational psychologist in public and private local institutions and enterprises.

➤ Since its very beginnings, a priority of the Order of the Psychologists has been the engagement for membership in the *European Federation of Psychologists’ Associations* (EFPA). Close cooperation with COP of Spain and HPD Croatia have definitely helped accelerate the steps for membership.

➤ We have currently built cooperation relations with the Department of Human Rights of EFPA (Human Rights) and we aim to materialize cooperation in common projects.

## 10. BUDGET

The budget of 2017 aimed to ensure the consolidation of the institution and help it accomplish its mission. One of the strategic objectives of the Order was the representation and protection of common interests of the Order members, regulating their professional activity in support of the public.

In view of the above, during this first year it is considered to realize:

- establishment of the Order as a sustainable institution with a functional headquarters and which met the minimum needs for its operation;
- building physical, administrative and professional infrastructure;



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- building legal and sublegal infrastructure on the basis of which this institution would operate for the ongoing period;
- performance of the basic function in relation to memberships and licensing of its members etc.

The greatest difficulty during this first year has been the establishment of institution without any financial aid. From 3 February to 4 April 2017, when the first contributions started and the institution was registered with tax authorities, expenses are afforded by individual contribution/input.

The collection of fees/contributions, until the period from August to September 2017, has been initially at low levels and the Order of the Psychologists has faced a lot of difficulties with the daily institutional needs. A great deal of expenses have continued to be afforded with individual contributions/inputs during these months. With revenues collected until the end of

July, the Order risked not to meet the salary and lease obligations by the end of the year.

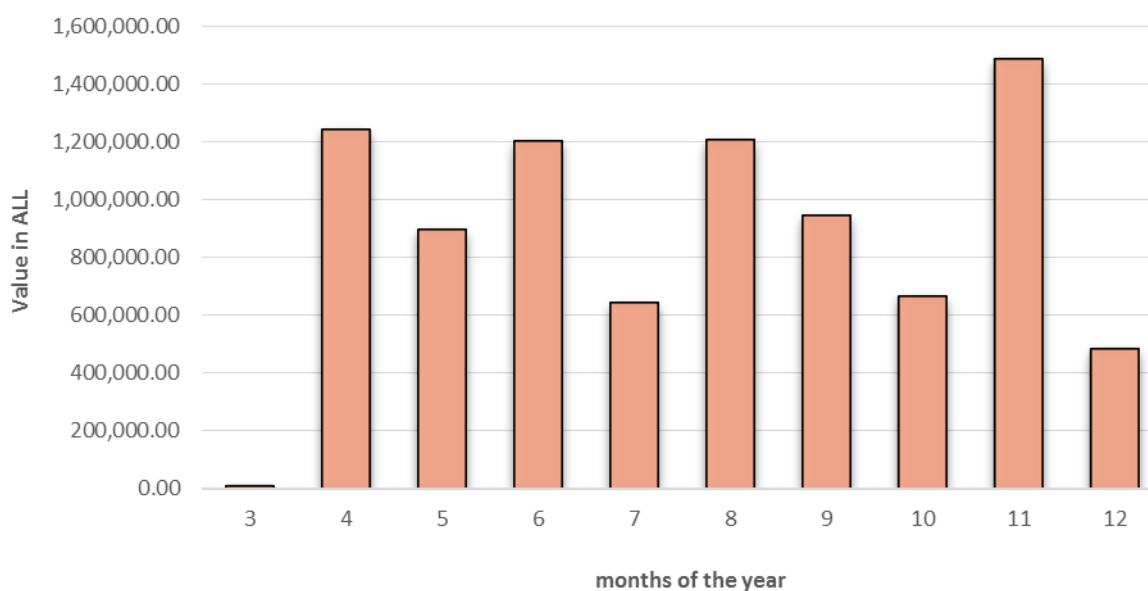
Forecasts in the draft budget were drafted by taking into account an expected membership of 1000 members, while by August 2017; the number of members was only 460, i.e. barely ½ of the expected membership. Failure to meet the expected revenues created a great deal of difficulties in terms of operation.

### Division of income



- Annual contribution ■ Registration fee
- Licensing fee

### Graph for the collection of income by months





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Income realized during 2017 by items		
	Annual contribution	29,865 EUR
	Registration fee	10,887 EUR
	Licensing fee	26,504 EUR
	<b>TOTAL</b>	<b>67,256 EUR</b>

In September 2017, upon the initiation of the first licensing process, the projected revenues started to be supplemented as a result of collecting revenues from the licensing fee, revenues that were not planned at the beginning

of the year, since the licensing process was not scheduled to start within such a short time. In the next year, one of the main priorities is the increase in the number of memberships, which in the economic context will increase revenues, will add services and activities and will help strengthen the role of the psychologist.

**Expenses by categories for year 2017**

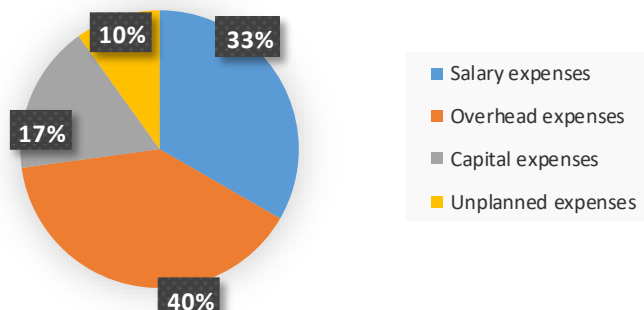
Salary expenses	17,527 EUR
Overhead expenses	21,699 EUR
Capital expenses	5,718 EUR
Unplanned expenses	4,517 EUR
<b>Total</b>	<b>53,324 EUR</b>

The Budget of 2017 aimed to meet the basic needs for the establishment and normal development of the Order's activity. Expenses are made in accordance with the budget projections scheduled in relation to income.

During this year, as a result of difference between income and expenses, a reserve is created for the upcoming year, amounting to about 14,000 EUR.



## Distribution of expenses by items



## 11. OBJECTIVES FOR YEAR 2018

➤ Increase of memberships in the Order of the Psychologists, through public awareness, sensitization and expansion of cooperation with the relevant institutions.

➤ Approval of bylaws to regulate the method of professional internship and state exam.

➤ Strengthening the role and status of the psychologist at institutions through approval of working protocols for each field of competence.

➤ Introduction and implementation of the Code of Ethics and Deontology of the Psychologist in every aspect of the practice of profession.

➤ Identification and building a normative framework to regulate the continuous education system for the psychologists.

➤ Sensitization about the role of organizational psychologist and launching initiatives for the application in Albania, of organizational psychology at public and private institutions.

➤ Formulation of acts and coordination of work with the Ministry of Education, Sport and Youth to shift the status of school psychologist

to the status of specialist and not to the one of teacher, as it continues to apply since 2004.

➤ Close cooperation with the central and local government not only to strengthen the role of the psychologist, but also in common projects at national and international level, which will support the community and factorize the psychologist's work.

➤ Launching work to set up the network of local coordinators or regional offices of the Order.

➤ Cooperation with all line Ministries regarding the establishment of psycho-social units for the implementation of legal amendments in the field of criminal justice, envisaging the involvement of specialized psychologist in the process.

➤ Increase of cooperation in international relations, aiming to acquire the status of candidate country in the *European Association of Work and Organizational Psychology* ("EAWOP")

➤ Acquisition of the status of candidate country in the *European Federation of the Associations of European Federation of Psychologists' Associations* "EFPA".