



ANNUAL REPORT 2018



ORDER OF PSYCHOLOGISTS
ANNUAL REPORT 2018





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Welcome Speech of the President



(Valbona Treska, PhD - President)

I have the pleasure to share with you the work performed during 2018 by the Order of Psychologists, the very first full year since the establishment of the institution.

This year we managed to achieve some very important objectives that have helped us strengthen our role, the relations with the membership, and the national and international institutions. During this year, we managed to accomplish the special training of psychologists working in the justice sector and for the first time in 14 years

of psychologists working in this field, we managed to establish a database published and used by every justice institution, where psychologists may be called in the process as assessors or play the role of minor's emotional supporters (these categories are defined in the Code of Criminal Justice for Children). Today, all the police stations, prosecution offices and courts of all levels in the country, can benefit from a database of licensed psychologists specifically trained to work in the justice field.

This year, we participated in the meeting of EAWOP members, held in Turin, Italy, where we introduced the work of the Order, and we expressed our wish and willingness to be full members of the EAWOP at the Turin Congress to be held on 29 May 2019. Meanwhile, at the meeting held in Lisbon, Portugal, with the participation of the President of EFPA, Telmo Mourinho Baptista, we were granted his support regarding the possibility of becoming members of EFPA at the Congress that will be held in Moscow this year. The meeting with our counterparts of "Ordem dos Psicólogos Portugueses" has also been very helpful in acquiring expertise and exchanging ideas to improve the work of our institution.

Continuing education for psychologists was one of the most



important structures set up this year by UP. A Committee of 5 members shall have the opportunity to accredit training programs for the psychologists' community, provided by institutions, associations, centers, etc.

The Order of Psychologists has had a growing membership this year, but the growth was not the one expected at the beginning of the year, where the target set was at least 1,000 members. We note that the criterion for membership in the UP, provided for by Law no. 40/2016, which requires two study cycles in psychology, is an element that has narrowed down the target community of psychologists, who before the entry into force of the law, practised the profession also with only one cycle of study in psychology. It has been found during this year, that the psychologists' community with two study cycles in the field, may not be as wide as it was claimed. Under these conditions, UP carries the task of managing low revenues generated from the annual quota, which will make the functioning of the institution, much more difficult in 2019.

Despite the institution's financial difficulties, regardless of the challenges of whipping the profession into shape, standardizing the work, making the necessary changes in the legislation, etc. - our aim in 2019, is to take some important qualitative steps in getting involved in European organizations,

setting tip standards in the specific area of each psychologist, strengthen our role, as well as conducting the first state exam for this profession.

We aspire to involve the organizational psychologist in the most important Albanian companies, with a high number of employees, but also in the smaller ones, but which share the same need, to incorporate in the structure the psychologist at work and the organizational psychologist.

For this year, we intend to increase the number of school psychologists involved in the pre-university system, as well as to enable the finalization of working protocols for the areas of psychology currently practised on the ground.

All this year's accomplishments, both big and small, have helped us to pave the way for the goals we have set for 2019. Together we continue building strong foundations for strengthening the institution of the Order of Psychologists, and as a result we are building stronger foundations every day, to improve and extend the role of the psychologist in society.

It is my utmost honour and privilege to be with you in this journey!

Valbona Treska

President

Tirana, Albania, January 2019



OVERVIEW OF THE INSTITUTION'S JOURNEY DURING 2018

2018 was the first full year, during which the Order of Psychologists exercised its activity after its establishment a year ago. This has been a hectic year - 600 licence cards and professional internships were issued for psychologists; almost daily correspondence with Ministry of Justice regarding the regulation of the status of legal psychologists; continuous lobbying to the Ministry of Health and the Ministry of Education to adopt the Regulation of professional internships, as well as to apply to the European Federation of Psychologists' Associations.

By the end of January 2018, both line ministries signed the Regulation on internships, which after continuous bilateral discussions provided the option of carrying out professional internships in non-public institutions, in addition to public ones. Currently, every psychologist is allowed to carry out the professional internship at a private entity under the supervision of a psychologist with more than 3 years of work experience in the profession.

Shortly thereafter, a cooperation agreement was signed together with the Ministry of Health and Social Protection, where at one of its points it was agreed that the psychologists claiming to have

completed one year of work as psychologists upon graduation from May 2016 to January 30, 2018, could be excluded from the obligation to carry out the professional internship and could immediately undergo the state exam. The Commission for Professional internships has been currently set up to examine the files of interns who will undergo the state exam and at the same time a lot of work is being carried out for some time, to start the procedures for conducting the state exam.

In February 2018, relations with the "Ordem dos Psicólogos Portugueses" were formalized in Lisbon, Portugal, and an official meeting was held with the highest European figure in psychology, Mr Telmo Mourinho Baptista, president of EFPA "European Federation of Psychologists' Associations". In these meetings, we gained the President's full support to assist the Order of Psychologists of the Republic of Albania as a candidate for full membership in the EFPA at the 2019 Congress.

In March 2018, the Order of Psychologists began collecting the documentation of all psychologists who wanted to be part of the justice system, based on the criteria provided for in the



law; and it also organized the training of psychologists, as a legal obligation provided for by Law No. 37/2017 "Code of Criminal Justice for Children", which allocates the task of conducting special training for their members to all orders or chambers of professionals in the country.

Pursuant to this Law, at the request of the Ministry of Justice, were drafted the modules for the special training of psychologists. Any information regarding the procedures, documentation or starting date of the training is published on the official website of the Order.

In April 2018, in order to assist the membership in the most distant regions, it was enabled the establishment of the offices of the Local Coordinators. These offices were established due to the need to facilitate the psychologists' work regarding the submission of the documentation, collection of information, the withdrawal of membership cards, and other services at the head office in Tirana. Initially, the Coordinators' Offices were set up in Shkodra, Lezha and Korça, while simultaneously work was carried out throughout the year to identify other psychologists who would serve as local coordinators in their cities. Local coordinators have made available for the order, free of any financial obligation, completely voluntarily, their offices, phone numbers, the necessary infrastructure, for the services to be performed in their regions.

In April 2018, relations with UNICEF were established, thus paving the path for institutional co-operation.

One of the most prestigious international institutions has demonstrated in 2018 the willingness and determination to support the initiatives of the order of psychologists and our every-day work.

The beginning of May marked the starting of the work on the construction of the Psychologists' Electronic Registry, a platform which required months of work and provides the professional records of each psychologist, from the completion of their studies to their re-licensing.

In May 2018, after a few months of correspondence, the Order of Psychologists attended the meeting of the European Association of Work and Organizational Psychology, "EAWOP", in Turin, Italy, as a non-member observer, a candidate for gaining membership status with full rights in May 2019.

In May 2018, after an arduous work, in cooperation with the Ministry of Justice, the public and non-public universities in the country, the First Instance Court of Tirana, the Swedish SIDA program and civil society NGOs, launched a special training (130 hours) for assistant psychologists and assessors of the justice system, which lasted nearly two and a half months, every weekend. Due to system requirements, this training program was repeated for the second group of psychologists who met the criteria. It started in October 2018 and was completed in December 2018.

The new amendments to the Civil Procedure Code and the entry into force of the Code of Criminal Justice for



Children, charged the Order of Psychologists with the obligation to carry out trainings for the psychologists who would be included in the justice system as assistants and assessors. Under these conditions, two training cycles were conducted with 104 psychologists from all over Albania. These trainings were enabled by virtue of the ongoing support and coordination with the Ministry of Justice, the Swedish SIDA Program, the support of public and non-public universities, the Tirana Municipality, the Faculty of Foreign Languages, Tirana and a number of other stakeholders that supported and helped us to successfully complete this process. Today, owing to the active engagement of all institutions, we have 104 psychologists specifically trained to be part of the justice system whose names have been made available to all police stations, prosecution and courts across the country. For the first time since 2003, when the psychologist's role started becoming part of the justice system, we have a group of qualified psychologists in this field.

During this year, The Order of Psychologists has laid the foundations

of the Continuing Education System. The National Assembly met on 27.07.2018 and approved amendments to the Statute regarding the establishment of this system, as well as the establishment of a committee of 5 members, which will deal specifically with the accreditation of activities aimed at obtaining credits for re-licensing psychologists in a 5 year period.

In November-December 2018, together with regional coordinators, a series of meetings with representatives of the institutions were organised with the aim of strengthening the role of the psychologist and evaluating the possibilities for opening up new job positions for psychologists.

During 2018, the Order of Psychologists has been an active stakeholder in every round table where concern has arisen regarding psychologists, playing an active role in paving the way for the school psychologists, organizational psychologists, health psychologists, and any other profile of psychologists. In addition we have actively participated in any activity undertaken by line ministries.

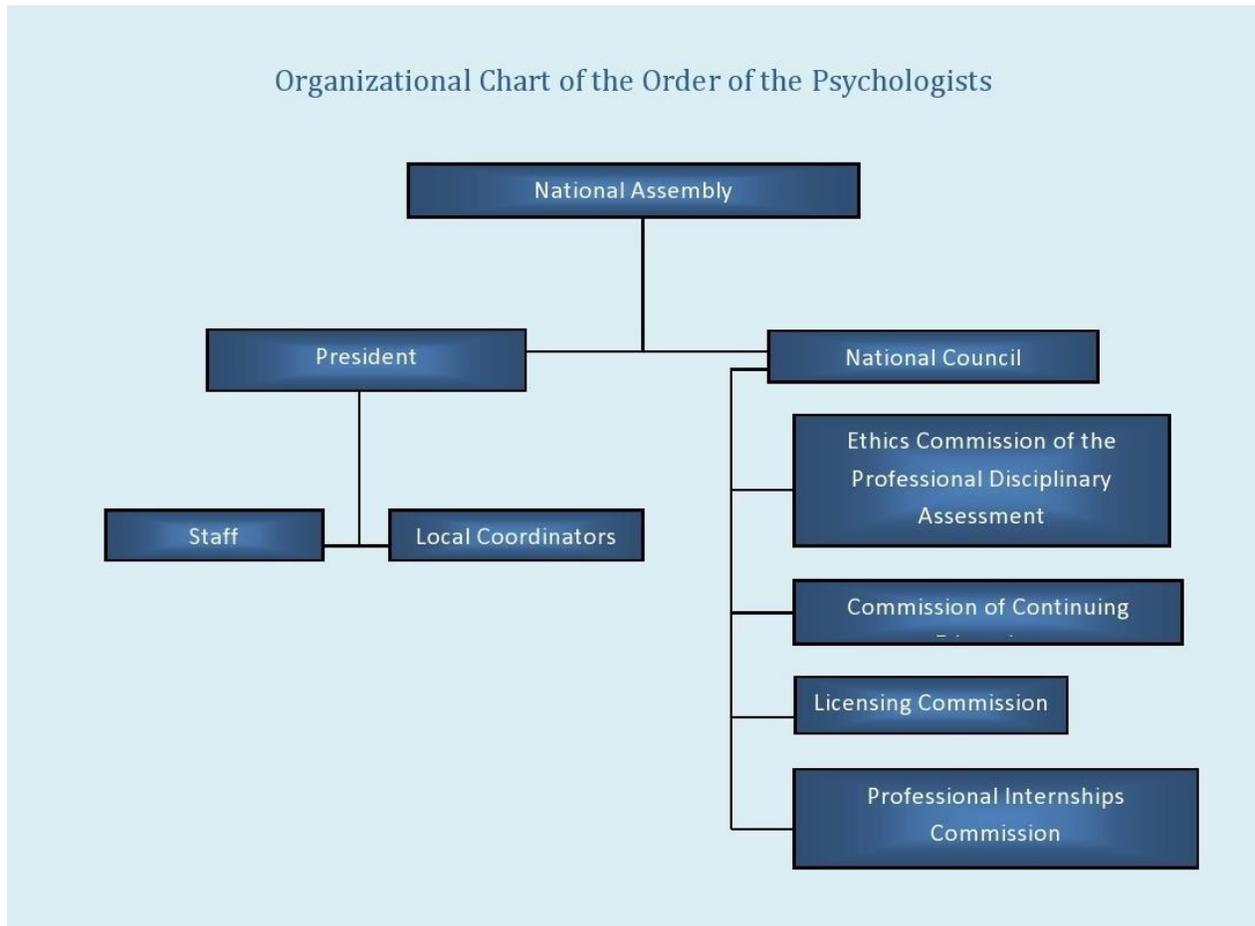
Organizational structure of the Order of the Psychologists

The main bodies of the Order are as follows:

- a) National Assembly;
- b) National Council;



- c) Order's President;
- d) Ethics Commission of the Professional Disciplinary Assessment.
- e) Commission of Continuing Education
- f) Other commissions, which currently include the Licensing Commission and the Professional Internships Commission



2.1 National Assembly

National Assembly is the highest governing body of the Order of Psychologists, pursuant to Law No. 40/2016. The National Assembly

consists of all the members of the Order of Psychologists.

The National Council has the following functions:



- a) elects the National Council and the Order's President 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;
- d) approves the regulation on disciplinary professional assessment;
- e) approves the regulation on registration, membership and licensing;

- f) approves the regulation on organising professional internships;
- g) examines and approves the draft budget of the Order, as well as it examines its factual budget;
- h) analyses the annual activity of the Order's bodies;
- i) examines the external audit report in three-year periods.



2.2 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. Blerta Bodinaku
Dr. Fleura Shkëmbi
(appointed under a replacement mandate in the 2nd National Assembly)
Dr. Brunilda Laboviti
Dr. Valbona Habili
Elona Mustafaraj
Dr. Skerdi Zahaj
Rezarta Basha
Gracela Mana

Sonila Meçaj
Denada Toçe
Redina Balla

The National Council also consists of 4 members assigned by the Ministries, respectively from:
Ministry of Health and Social Protection
(at the same time the competent Authority of the Order of Psychologists, according to law)
Ministry of Education, Sport and Youth
Ministry of Justice
Ministry of Defense



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 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.

2.3 Commission of Professional Disciplinary Judgement

This commission is set up under the Order of Psychologists pursuant to article 19 of Law 40/2016 "On the Order of Psychologists". 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 office.

The Disciplinary Judgement 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.Lediana Xhakollari
(appointed under a replacement mandate by decision no.No.7, dated 02.10.2018 of the National Council.

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

2.4 Administration of the Order of Psychologist

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



2.5 Other Commissions

There are some other commissions operating near the Order of Psychologist, which are essential for the realization of it's mission.

2.5.1 Licensing Commission

Set up by virtue of the decision no.13 dated 29.03.2017 by the National Council of the Order of 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:

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



During 2018, 185 new psychologists were licensed by this commission, categorised by the following fields, some of which have two study profiles:

- Clinical psychologists - 97 members
- Counseling psychologists - 25 members
- School psychologists - 13 members
- Organisational psychologists - 12 members
- Psychologists in Professional Guidance - 3 members
- Psychologists at institutions - 6 members
- Legal psychologists - 2 members
- Business psychologists - 1 member
- Psychologists in Psychological Research - 2 members
- General psychologists - 5 members
- School and Organizational Psychologist - 19 members



2.5.2 Professional Practice Commission

Pursuant to the law "On Regulated Professions", all the psychologist that are graduated before 2016 or after 2016, but can not prove that they have had previous work experience, must undergo a Professional Internship and a State Exam. In cooperation with the Ministry of Health, the Regulation of Professional Practice was adopted, which enabled the legal regulation of the continuation of procedures for a considerable number of new graduated psychologists and the exclusion from this practice for other categories.

The Professional Practice Committee is chaired by the President of the Order and consists of members elected by the

National Council, namely: Dr.Brunilda Laboviti, Mrs.Redina Balla, Mrs.Aleksandra Puçi, as well as from the jurist of the Order of Psychologist, Mr.Igli Çutra. About 50 interns have been registered this year, with regular employment and supervision contracts, according to the following fields:

Clinical psychologists - 18 interns
School psychologists - 16 interns
Organisational psychologists - 2 interns
Counseling psychologists - 4 interns
General psychologists - 2 interns
Psychologists at institutions - 6 interns
Psychologists in Professional Guidance - 2 interns

2.5.3 Commission of Continuing Education on Psychology

Due to the amend of the law no.10171, dated 22.10.2009 "On Regulated Professions in the Republic of Albania" in 2014, the profession of the psychologists was included in the list of regulated professions. The aim of including this profession on this list was to legally regulate the criteria and standards on the how to practice the profession. Specifically, this law stipulates that: *The professional has the obligation to take update his/her professional skills (Article 16/c).*

In order to ensure the effective implementation of this Law, the Parliament of Albania adopted in 2016, Law No. 40/2016 "On the Order of Psychologist in the Republic of

Albania". Regarding the Report attached to the adoption of this Act, it is observed that: *"The main purpose of this Law is to regulate the relations of professionals with the state and to protect the public from the provision of services from unskilled persons and the unprofessional behavior of the specialized persons. This Law enables the delegation of powers regarding the granting of the right to practice the psychologist profession, to a body of professionals with significant contribution in the field of psychology (Order of Psychologists) and the improvement of the continuing education on the professional development of the psychologists."*



Concerning the establishment of a standardised system of continuing education in the field of psychology, this Law specifically stipulates in Article 6 that:

1. The scope of the Order of Psychologists is to promote and maintain high standards in the formation and practice of the profession in the field of psychology, as well as to protect the service users from the misuse of the psychologist's profession. 2. To carry out its scope, the Order of Psychologists exercises these powers: ... c) promotes the achievement of high standards in the professional and ethical education and training of the members of the Order; e) collaborates with the responsible institutions, pursuant to the legislation in force, other institutions, both scientific and educational, to provide high standards in continuing education, postgraduate qualifications and specializations of the Order;

Therein, in Article 9, the following is set out:

A member of the Order of Psychologists is entitled to: ...

- a) require favourable conditions for the normal exercise of the profession, continuing education and career advancement;*
- b) work to increase professional standards and the quality of services in the field of psychology at the institution where s/he works and participate regularly in continuing education programs;*

Considering the above, the establishment of the continuing

education system for the regulated profession of psychologist was a legal obligation of the Order of Psychologists in the Republic of Albania as the only competent legal body entitled to:

- ensure the fulfillment of the criteria for permitting the practice of the psychologist profession, through the licensing procedure
- ensure the supervision of how the profession is practised and the protection of the service users from the misuse of the profession, through the Ethics Commission of the Professional Disciplinary Assessment
- ensure the maintenance and increase of professional standards through the continuing education system, within the framework of re-licensing.

Continuing education means the process by which psychologists update their knowledge and skills in the field of psychology, in order to maintain professional competencies. All regulated professions have set continuing education system as one of the core elements of their and all have an autonomous mechanism to guarantee the validity of this process.

The Law on the Order of Psychologists stipulates that:

- this institution is the only professional body that ensures the maintenance of standards throughout the practicing period of the psychologist profession (Article 6 (1) of Law No. 40/2016)
- this institution is the only autonomous professional body that grants and withdraws the right to



practice the profession (Article 6 (2) (a) of Law No. 40/2016)

- this institution is the only autonomous professional body that, in cooperation with other institutions, ensures high standards in continuing education, qualifications and postgraduate specializations of its members;

Based on the foregoing, establishing and managing an effective system for continuing education for psychologists, is the legal duty of the Order of the Psychologists.

The basic principle of the continuing education system in the field of psychology, set out in point 1 of this regulation is as follows:

« 1.1 Psychologists plan their participation in continuing education activities based on their professional needs, needs identified by the institution where they practices the required activity and competencies..

1.2 Psychologists choose the activities based on the needs detected by themselves, as well as those identified by other assessments. ».

In any case, the psychologists themselves choose their own system of professional qualification.

The General Assembly conducted the necessary changes to the Statute for the establishment of the Continuing Education System and paved the way for the establishment of the Commission of Continuing Education on Psychology, by setting out the criteria for the election of this Commission's members and by delegating to the National Council the

right to adopt the Regulation on Continuing Education in Psychology.

Specifically, at the meeting held on 22.06.2018 by the Decision No. 5, the National Council adopted the amendments to the Statute regarding continuing education and proposed it for approval to the National Assembly of the Order of Psychologists. On 27.07.2018, at the 2nd National Assembly of the Order of Psychologists, approved by majority vote the amendments to the Statute, the structure of continuing education consisting of 5 (five) members, and the manner of organization of the Continuing Education.

Upon drafting the Regulation by the working group, this Regulation was proposed for approval by the National Council, in its meeting on 21.11.2018. After the Regulation was reviewed by the members of the National Council, at the meetings of 21.11.2018 and in its continuation, on 04.12.2018, pursuant to Article 6, (2) (e) of Law No. 40/2016 "On the Order of Psychologists in the Republic of Albania", and Articles 21, 40.1- 40.7 of the Statute of the Order of Psychologists, with 9 (nine) pro votes, it was established 1 (one) Continuing Education Commission and the Regulation on Continuing Education was adopted. The Regulation on Continuing Education regards the continuous acquisition of knowledge and the development of professional skills of psychologists in order to improve the psychology service in the country.



The Commission of Continuing Education on Psychology (KEVP) is the body of the Order of Psychologists responsible for:

- planning, co-ordinating and implementing psychologist's continuing training programs;
- coordinating the work and conducting the process of accreditation of programs and activities of continuing education in psychology;
- the functioning of the psychologist's licensing process;
- conducting the needs assessment studies for continuing training for all the areas of psychology, in general;

- drafting and/or adopting initial or continuing vocational education and training programs, when legal acts and by-laws require that these activities be carried out directly by the Order of Psychologists.

This Commission is chaired by the President of the Order of Psychologists and is comprised of the following members elected by decision of the National Council:

Prof.Dr. Theodhori Karaj,
Prof.As.Dr. Zenel Orhani,
Prof.As.Dr. Erika Mellonashi
Dr. Marsela Shehu.

2.5.4 Local coordinators

In order to assist and facilitate the services for its members in distant regions, the Order of Psychologists undertook the establishment of a network of Local Coordinators throughout the country - a network that aims to precede the opening of the Regional Offices of the Order of the Psychologists.

This network aims at providing support, assistance and protection of the interests for all members of the Order of Psychologists of the respective region, focusing on the needs and issues that they encounter while practising the psychologist profession.

The scope of the Local coordinator is as follows:

- performing services for all members of the Order in the framework of effective information dissemination regarding the exercise of the profession, the collection and distribution of specific documentation, in order to improve the quality of the practice of the psychologist profession in the relevant regional institutions, and reducing costs, so as to provide these services to the members of the Order in the region





- establishing and maintaining relations between the Order and local bodies and other public and private entities in the region, with a view to increase the influence and factorization of the Order of Psychologists in the region.



Some of the functions carried out by Local Coordinators are as follows:

- Provide detailed information to any psychologist, who will undergo procedures for membership, licensing, professional internship, state exams, various training sessions, etc.
- Collect all the necessary documents of the psychologists in the respective region, regarding the membership and licensing procedure, as well as any other documentation related to the Order, and their submission to the Order of Psychologists.
- Distribute to psychologists of respective regions the Individual Permits for for the Exercise of their Profession (Professional Licenses) or any other documentation issued by the Order for members of this region.
- Create and maintain collaborative relations within the region, with state

administration institutions, non-governmental organizations, as well as any other public or private entity that has common goals with the Order of Psychologists.

- Inform the regional psychologists about the decisions and instructions of the Order of Psychologists, as well as the normative acts, scope, objectives and functions of the Order of Psychologists.
- Support the organization and development of research and scientific activities in the field of psychology in the region.



In addition, Local Coordinators receive any complaints from any natural or legal person regarding psychologists, along with all accompanying documentation, and send it to the Head Office of the Order of Psychologists, in order to initiate review proceedings by the Ethics Committee of the Professional Disciplinary Assessment. They will inform psychologists regarding all normative acts of the Order of Psychologists.



Local Coordinators of the Order of Psychologists promoted during 2018 are as follows:

➤ **Local Coordinator for the Region of Shkodra**

Counseling and Psychological Services Centre, with Mr. Altin Nika as CEO

Address: Rruga Hysej, Dugajet e Reja, ish-godina e shkollës "Zani Shkodrës"
Mobile: +355684420000
e-mail: altinnika@yahoo.com

➤ **Local Coordinator for the Region of Lezha:**

Mr.Besmir Frroku

Address: Blv."Gjergj Fishta", Godina Nr.4, Kati 2, Lezhë
Mobile: +355693930434
e-mail: besmir.frroku@hotmail.com

➤ **Local Coordinator for the Region of Korça:**

Mr.Andi Petro

Address: Qendra e Shëndetit Mendor, Korçë
Mobile: +355695303133
e-mail: andipetro.al@gmail.com

3. Activities of the management bodies and normative acts issues during this year

3.1 National Council

During this year the National Council of the Order of the Psychologist of the Republic of Albania had a very busy activity.

The following decisions are taken in 2018:

- Decision No.1, dated 26.01.2018, "Approval of the Annual Report, 2017"
- Decision No. 2, dated 05.02.2018 "Fiscal Budget Approval, 2017"
- Decision No. 3, dated 04.06.2018, "Approval of the 2018 Draft Budget, proposed by the Administration of



the Order of the Psychologist with an unchanged quota"

- Decision No.4, dated 04.06.2018, "Establishment of the Professional Practice/Internship Commission and Fee Specification"
- Decision No. 5, dated 22.06.2018, "Approval of Amendments to the Statute of the Order of the Psychologist"
- Decision No. 6, dated 22.06.2018, "Approval of Amendments to the Professional Disciplinary Judgment Regulation"
- Decision No. 7, dated 02.10.2018, "Election of Mrs. Lediana Xhakollari, in the capacity of member of the Ethics Committee and Disciplinary Judgment, for the vacancy arisen after the resignation of Mrs. Anja Vila".
- Decision No. 8, dated 02.10.2018, "On the calculation of part-time job with coefficient of 0.5 per year of job experience".
- Decision No. 9, dated 21.11.2018, "On the establishment of the Continuing Education Commission."
- Decision No. 10, dated 04.12.2018, "On the approval of the Continuing Education Regulation".
- Decision No. 11, dated 19.12.2018, "On the approval in the unchanged amount of 6.000 ALL, of annual quota for 2019".
- Decision No. 12, dated 21.12.2018, "On the approval of the Draft Budget for the financial year 2019".

3.2 National Assembly

The second National Assembly of the Order of the Psychologist was organized in Tirana this year, on 27. 07. 2018, in the premises of "Dajti Park Resort".

The National Assembly was held with the following agenda:

- 1) Approval of the amendments to the Order of the Psychologist's Statute and the Professional Disciplinary Judgment Regulation adopted by the National Council of Order of the Psychologist.
- 2) Approval of the factual budget of 2017 and the draft budget of 2018, adopted by the National Council of the Order of the Psychologist.
- 3) Election of a member of the National Council to fill the vacancy.

The Assembly was held in a spirit of discussions and constructive debates and approved all agenda items.



The second National Assembly II decided:
1. To approve with 106 votes in favour and 4 votes against of the present



members, amendments to the Order of the Psychologist's Statute.

2. To approve with 109 votes in favour and 1 against of the present members, the amendments to the Professional Disciplinary Judgment Regulation of the Order of the Psychologist.

3. To approve the 2017 Factual Budget with 101 votes in favour and 9 against of the present members.

4. To approve the 2018 Draft Budget with 99 votes in favour and 11 against of the present members.

5. To elect Mrs. Fleura Shkempi as a member of the National Council of Order of the Psychologist with 75 votes in favour, 14 against and 16 invalid votes

3.3 Commission of Ethics and Professional Disciplinary Judgment

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

During this year the Professional Disciplinary Judgment Commission has reviewed a number of complaints initiated by various individuals or ex officio by the President of the Order of the Psychologist, for sensitive cases that have attracted the public attention.

During this year, based also on the observance of deadlines and procedures set out in the normative acts, the Commission has reviewed on the basis of citizens' complaint, 5 cases against the psychologists to whom the complaint was addressed.

Decisions rendered by the commission:

- 3 cases of complaint rejection
- 2 cases of disciplinary measure against the psychologist

4. Membership of the Order of the Psychologist

In order to be a Member of the Order of the Psychologist in the Republic of Albania, the psychologists should meet the following requirements:

- they shall have a "Bachelor" and "Master of Science" or "Professional

Master" Degree in Psychology or equivalent thereof, according to the legislation in force on higher education, issued by the higher education institution within the country or abroad, recognized by the Ministry responsible for education;



- they shall 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.

The membership has grown during 2018, but still not at expected levels. The Administration of the Order of the Psychologist has continuously made

hard efforts to raise public awareness not only toward the psychologists, but also to public and private institutions, which have become aware of the need of law enforcement.

To date, the Order of the Psychologist has a total number of roughly 757 registered members, of whom 161 psychologists registered in 2018.

4.1 Licenced Psychologists

The licensing of psychologists is regulated by the Law "On Regulated Professions in the Republic of Albania".

According to this law, after the completion of Bachelor and Master studies in Psychology, one year of professional practice/internship must be completed and then they should pass the state exam 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, for the fulfilment of legal obligations¹, the Order of the

Psychologist 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) and the Memorandum of Cooperation between the former Ministry of Social Welfare and Youth and the Order of the Psychologist.

Currently, based on the areas of expertise, the licencing of psychologists is introduced as below:

¹ Article 6 of Law No. 40/2016 "On the Order of the Psychologist in the Republic of Albania", point 1: The Mission of the Order of the Psychologist is to promote and maintain high standards in the formation and practice of profession in the field of psychology, as well as the protection of beneficiaries from the misuse of the psychologist profession. Ibid., Point 2: For the accomplishment of its mission, the Order of the Psychologist exercises these powers: a) grants and removes the right to exercise the profession of psychologist;

²Article 9 of the Law No.10 171, dated 22.10.2009 "On regulated professions in the Republic of Albania" (as amended), point 4: a) The professional who, at the time of entry into force of this law, practices or has practiced a regulated profession, shall be exempted from the obligation to pass the state exam;



Licensed Psychologists	Year 2017	Year 2018	Total
Total number of licensed psychologists	307	175	482
Clinical Psychologists	147	97	244
Organizational & School Psychologists	48	19	67
School Psychologists	28	14	42
Organizational Psychologists	8	13	21
Psychologists of Institutions	17	6	23
Counselling Psychologists	41	25	66
Psychological Research Psychologists	5	2	7
Occupational Guidance Psychologists	9	3	12
Legal Psychologists	5	2	7
General Psychologists	8	2	10
Community Psychologists	2		2
Psychology Rehabilitation Psychologists	1	-	1

5. DESIGN OF ONLINE ELECTRONIC REGISTER

At the beginning of May, work started to build an online psychologist online register, a platform that required many months of work and reflecting the professional records of every psychologist, from the completion of studies to the re-licensing. This register contains the list of psychologists, members of the Order of the Psychologist. It contains identification data for each psychologist. The register is built to operate in two systems.

The electronic system includes every piece of information for psychologist



members, while only the necessary information for psychologists, which can be accessed by them or those interested, is published online.



The published online register is divided into the following sections: identification number for each member, name/surname, place of domicile and contact number or in its absence, email address. The place of domicile is key

information, so that the interested persons can identify psychologists practising their profession near their places of domicile, in order to be provided a faster service when needed.

6. TRAINING OF PSYCHOLOGISTS IN THE FIELD OF JUSTICE SYSTEM

Within the entry into force of the Juvenile Criminal Justice Code and amendments to the Civil Procedure Code for the expert related part, there was a need to have a service in line with this new and more professional legal framework, with psychologists specifically trained in the field of justice, in the quality of assistants and evaluators, who would provide expertise in the field of justice at police stations, prosecutors' offices and courts throughout the country.



In these circumstances, in order to guarantee the functioning of these new laws and the justice system in general, by letter No.7173/11, dated 26.12.2017 of the Ministry of Justice, as well as in the discussions of inter- institutional working group set up for this purpose, the Order of the Psychologist was required to identify all psychologists who are specialized in juvenile justice (based on special training or job experience), as well as to develop training and update programs for this category of psychologists.



The realization of training for psychologists in the field of justice, as a first-time training in this area, was a challenge for the Order of the Psychologist institution, both in terms of organizing modules, selecting psychologists to be involved therein, as well as the necessary infrastructure.



The formulation of training modules required collaboration of public and private universities in the country, as well as of civil society associations. The Order of the Psychologist, in cooperation with the Swedish Project, public and private universities in the country, civil society organizations specialized in juvenile justice and the District Court of Tirana set up a group of lecturers who

prepared training programs divided into two modules.

A group of 5 experts developed training modules with relevant topics. One module served those psychologists who could be summoned in the quality of juvenile's assistant at each stage of the proceeding, while the second module served the psychologists who could be summoned as evaluators.



The content of modules was built in such a way as to serve psychologists for the acquisition and enhancement of professional knowledge in the field of juvenile justice, both in criminal and civil cases, as regardless of the field in which the psychologist is summoned, the role he/she performs, whether as an assistant, or as an evaluation expert, is the same.

Training for assistant psychologists included a total of 50 hours, while for psychologists who attended the second module as experts, it was 80 hours, i.e. a total of 130 hours. The call for the first training organized by the Order of the Psychologist was made through public call. Psychologists who met the criteria started training on 11.05.2018.



On 25.07. 2018, the Order of the Psychologist completed the training for the first group of psychologists in the area of juvenile justice, attended by 54 psychologists, who after this training can be summoned in the quality of the juvenile's assistant. Among them, 24 psychologists who were subjected to both training modules, can be summoned in the quality of experts at all stages of the investigation and trial.



In the context of the need to have a larger number of trained psychologists who would cover their needs with the services they provide as assisting and evaluating psychologists at police stations, prosecutors' offices and courts throughout the country, on 05.05. 2018 the Order of the Psychologist started the training cycle for the second group

of psychologists, which ended on 14.12.2018.



This second training was attended by 51 psychologists, of whom 16 psychologists from Tirana and 35 psychologists from the districts. The purpose of this second training was to increase the number of psychologists trained in accordance with law, especially in districts, due to the demand of other cities in Albania for this service.



The training structure, modules and trainers in this second training were the same as in the first training. In both modules, the participation of Swedish experts as trainers in some training topics was confirmed in advance.



In both training seminars, the selection criteria were based on the requirements of psychologists, members of the Order of the Psychologist, manifesting the will to be participants in the training, within the official deadlines published by the Order of the Psychologist in its official website, and based on their experience in practicing the profession of psychologist (in the field of justice or as psychologists in other areas).



Their experience was based on the evidentiary documents brought by the psychologists themselves, to enable their classification whether they are subject to both modules or only one of them, in support of the legal requirements enshrined by Article 224 d) of Civil Procedure Code.

Therefore, all those psychologists who had proven experience of more than 5 (five) years in the field of psychology, were included in both

training modules, i.e. to be both in the role of juvenile assistants and evaluators, while the psychologists who had proven experience in the field of psychology for less than 5 (five) years, were subjected only to the first training module to be in the role of an assistant (emotional supporter) for the juvenile.



It should be stressed the fact that during the period of application for participation in the training from 12.06.2018 to 10.07.2018, the Order of the Psychologist Office received a very large number of calls for application.



In order to not prejudice the training standard, to have a number of participants able to interact between them and with trainers as to not exceed the size of a training and not become a routine lecture, 51 psychologists who had submitted the application to the Psychologist's Order, were involved.



As already stressed, 69% of participants were from different districts of Albania.



It is worth mentioning that for some of the participants from other districts, although the deadline to complete the documentation was until 10.07.2018, it was deemed necessary to exceed this deadline for certain documents as long as there is still a high demand of different cities of Albania for trained psychologists, while for their selection beyond the application deadline, those psychologists who had attended this key training due to their job position, were taken into account.



Regarding the financial costs of these training seminars, some of the training costs were paid by the psychologists attending the training, while some other costs were afforded by the institutions with which the Psychologist Order enabled the implementation of this training and the Swedish Program. The first training was held at the Olympic Park premises, which was offered free of charge by the Municipality of Tirana, the Directorate of Parks and Recreation, while the second training was held at the premises of the Faculty of Foreign Languages, Tirana, which was offered free of charge by this Faculty in the framework of bilateral cooperation agreement.



All psychologists who completed the training were supplied by the Psychologist Order with the certificates and identification cards of participation in the training. The lists with the names of psychologists trained as assistants and evaluators were made available to the Ministry of Justice and the whole network of justice and police institutions all over Albania.

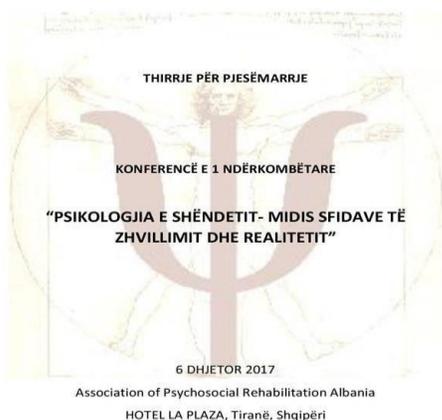


7. ACTIVITIES OF THE ORDER OF PSYCHOLOGIST

Although a new institution, this year the Psychologist Order has been engaged in a number of activities, both as an organizer and co-organizer.

Some of the activities carried out during 2018, by calendar order, are as follows:

- International Conference "Psychology of Health - Among the development challenges and reality" - Tirana, on 19.01.2018



- Open lecture "Yoga and its permanent positive impact on our daily life", with Yoga professor, Luca Richards - Elbasan, on 19.01.2018.



- Regional Conference on Psychology "With children we build the future" - Lezhë, on 05.03.2018



- Presentation of the local coordinator for Shkodër District- Shkodër, on 17.04.2018





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- Presentation of the local coordinator for Lezhë District - Lezhë, on 25.04.2018



- Joint Activity with Student Union of Psychology and Albanian University - Tirana, on 15.05.2018



- Presentation of local coordinator for Korçë District - Korçë, on 27.04.2018.
- Signing of the Cooperation Agreement with the Public University "Luigj Gurakuqi" - Shkodër, on 30.04.2018
- Joint Activity with Student Union of Psychology - Elbasan, on 09.05.2018
- Initiation of the first training for psychologists in the field of justice - Tirana, on 11.05.2018

- Joint Activity with Student Union of Psychology and UET - Tirana, on 25.05.2018.





- Inter - institutional meeting "Restoration Justice for Juveniles" - Tirana, on 16.07.2018



- Inter-institutional Workshop "Friendly Justice for All Children" - Tirana, on 10.07.2018



- Closing Event for the Completion of the First Training of Psychologists in the Field of Juvenile Justice - Tirana, 22.07.2018



- Second National Assembly - Dajt, Tirana, on 27.07.2018

- Conference "Strengthening the Capacity of Juvenile Justice Professionals" - Tirana, on 11.07.2018



- Joint round table with "Terre des Hommes" - Tirana, on 07.08.2018
- Joint round table with the Legal Initiative Centre - Tirana, on 03.10.2018



- Initiation of the second training for psychologists in the field of juvenile justice - Tirana, on 05.10.2018



- Conference on "Mental Health for Young People in a Changing World" - Tirana, on 09.10.2018



- Closing Event of the second training of psychologists in the field of juvenile justice and handing over the symbolic title "Psychologist of 2018" - Tirana, on 14.12.2018



- "Personal Data Protection" Conference - IDP - OSCE - Tirana, on 12.10.2018
- Meeting with local institutions and psychologists in Elbasan and Gramsh -Elbasan, Gramsh, on 14.11.2018
- Meeting with local institutions and psychologists in Shkodër - Shkodër, on 15.11.2018





- Meeting with local institutions and psychologists in Lezhë - Lezhë, on 17.12.2018



- End of year wishes



8. NATIONAL AND INTERNATIONAL RELATIONS

8.1 National Relations

Institutional relations, especially with line ministries, but also with their subordinate institutions, have been steadily upgraded and are based on the fulfilment of institutional needs.

- Following the continued insistence of the Order of the Psychologist, in January 2018, the Professional Practice Regulation, signed in accordance with law by the Ministry of Health and Social Protection as the competent authority and the Ministry of Education, Sports and Youth, was approved in January 2018.

- In September 2017, upon changes in the structure of national governance, responsibility as the competent authority for the Order of the Psychologist was assigned to the Ministry of Health and Social Welfare. Close cooperation made possible in May 2018 the adoption of a Memorandum of Cooperation between the two institutions, regulating the full or partial exclusion from Professional Practice for a wide range of psychologists and paving the way for the first-time to the implementation of state exams.



➤ Cooperation with the Ministry of Justice has been almost daily, in order to regulate the role of a psychologist in justice system, according to the legal and sub-legal acts in force. The responsibilities were coordinated on the way how to regulate the role of the psychologist in the implementation of the "Juvenile Criminal Code", which entered into force in January 2018 and to meet the needs of justice

system with trained psychologists, who are summoned in the quality of experts or assistants.

Cooperation has been close with all courts of all levels in Albania, as well as with prosecutor's offices, police directorates etc, which have supported the law enforcement institution, to not involve unqualified psychologists in litigations/legal processes.

8.2 International Relations

During 2018, work continued to establish contacts and expand cooperation with psychologists' associations, important Orders and Organizations in Europe and beyond.

- An official work visit was conducted in Lisbon on 9 February 2018, in view of building international relations, upon the invitation of the President of "Ordem dos Psicologos Portugueses, the Order of Portuguese Psychologists, Mr Francisco Rodrigues. This visit was made possible after several months of intensive communication between the two organizations. The purpose of the visit was to explore the areas of institutional co-operation and to promote joint activities that enable the exchange of experience, technical and professional assistance through sustainable instruments.

During this visit, the delegation had the honour to be welcomed in a working meeting by the President of the "European Federation of Psychologists' Associations" (EFPA), Mr Telmo

Mourinho Baptista. The meeting was held upon the personal request of the President and this meeting was focused on the application of the Order of the Psychologist to be a member of this organization and to inform about the whole one-year work performed by our institution.



The delegation, in addition to the bilateral meeting with the President, Mr. Francois Rodrigues, also held meetings



with other representatives of "Ordem dos Psicólogos Portugueses" and with the Director of Public Relations, Mr. Tiago Pereira, Mrs. Teresa Esspasandim, who was a member of the Portuguese National Council and other representatives.



During this official visit, as per the agreed agenda, discussions were focused on the following issues:

- Sharing experience and discussing the need for services that the Psychologist Order should provide to its members in the framework of:
 - assistance for the employment of psychologists, providing objective professional assessment of each of them, as support to service seekers,
 - legal assistance for professional issues,
 - mediation for compulsory delivery of the activity in mitigating conditions,
 - periodic publication of editions for dissemination of professional information and knowledge,
 - cultural, social and sports entertainment, in order to enhance the

spirit of collectivism within the profession.

- Direct Negotiation to accelerate the efforts for EFPA Membership
- Organization of school psychology, relevant legislation, matters of concern and spaces for bilateral cooperation.
- Organization of legal psychology, relevant legislation, common points, matters of concern in both countries and spaces for bilateral cooperation.
- Assistance for finding opportunities to improve the regulatory framework in Albania.





During the meetings, discussions were developed about the possibilities of cooperation and assistance that the Psychologist Order in Albania needs. In this framework, the Portuguese National General Council of Psychology, through the President and other key executives, were immediately committed to:

- Maintain a continuous institutional communication between the two organizations at the highest level of leadership.
- Assist with orientation/guide materials and professional studies carried out in various fields of psychology.
- Engagement for direct mediation to accelerate EFPA membership in the Psychologist Order in Albania.
- Direct continuous technical assistance at specialist level
- Creating opportunities for participation of members of the steering boards of the Psychologist Order in Albania in regional, national and international conferences and congresses under the auspices of the Portuguese General Council of Psychology.



This visit was finalized by reaching an agreement between the Portuguese Order and our institution, where the parties agree on:

- Continued communication about common issues.
- The request to identify projects and activities through which the parties can work together, assist, support each other and cooperate in the interest of psychology and public interest, which may include but without limitation to:
 - National and international support for bilateral activities, in order to promote the highest standards of practice in psychology, education and scientific research.
 - Joint academic and professional activities, including professional meetings, symposia and working groups.
 - Exchange of resources, products, services and individual benefits of members of both institutions.
 - Working visits to get acquainted with the organization of field work of psychologists.
 - Bilateral conferences on exchange of programs in the discipline of psychology.
 - Developing common policies and/or reconciliation of agreed positions.





➤ In a continuous correspondence with representatives of the European Association of Work and Organizational Psychologists "European Association of Work and Organizational Psychology" (EAWOP) and with their full support, in order to become a full member in May 2018, a delegation of the Order was invited in the quality of a prospective member at the meeting of EAWOP members held in May in Turin, Italy.



During the meeting, the Psychologist's Order presented its achievements and the situation of the organizational and work psychologist in Albania.



The senior executives of the European Association of Work and Organizational Psychologists afforded the guarantees for the admission to the Order of Psychologist as a full-fledged member of the organization and delivery of assistance to strengthen the role of the organizational psychologist in Albania. In cooperation with EAWOP, we intend to make amendments to the Albanian legislation for a wide involvement of the organizational psychologist at public and private institutions and enterprises within the country.





9. BUDGET

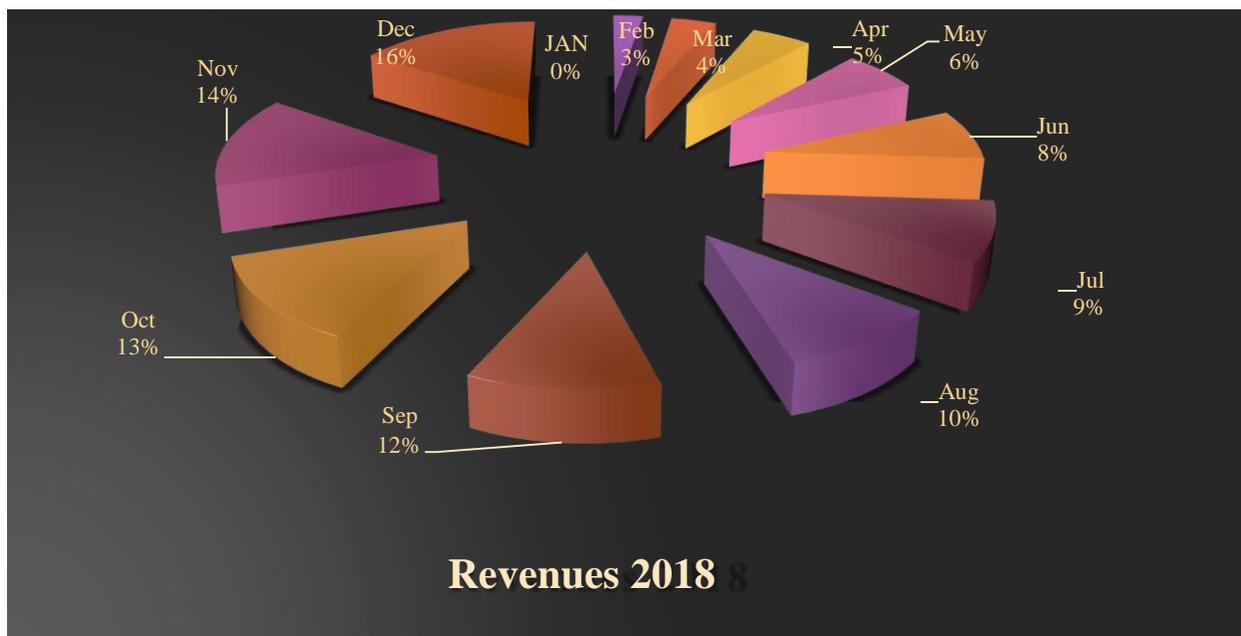
9.1 REVENUES

The 2018 Draft Budget envisaged revenue collection of 11,850,000.00 ALL, based on the expectation that there would be 300 new registrations, therefore the collection of 950 annual quotas and the licensing fee for 250 new psychologists would be made. In the meantime, the 2018 budget was also favoured by the 2017 reserve in an amount of about 1.800.000 ALL.

It transpires that this fiscal year from 01/01/2018 to 31/12/2018, approximately the following income has been realized:

- Registrations: 285 members, a total of 570,275 ALL.
- Quotas: 765 members, a total of 4,570,005.00 ALL.
- Licensing: 175 members, a total of 2,625,000.00 ALL.
- Sale of the "Code of Ethics" edition/publication: a total of 9,800.00 ALL.

In view of the foregoing, a total income of about 7,775,080.00 ALL derived. Bearing in mind the 2017 reserve of 1,850,000.00 ALL, the revenue item is accomplished to the extent of 78% of the 2018 draft budget.





9.2 EXPENDITURES

Based on the last year experience, for the sake of more transparent income management, we have maintained a balance of compulsory expenditure to be realized as planned.

Expenses on salaries have been slightly increased compared to last year, as due to the overload of the secretary /protocol /archive position, it was approved that the monthly salary of this position be equal to other administration specialists, while other salaries shall remain unchanged.

Based on the last year, the item of operating costs, basic expenses such as stationery, materials, electricity, water, rent, maintenance, banking services, post office etc, were reflected.

Some items are added to this category, such as:

- production of special documentation (cards and licenses),
- expenses for external experts (chartered accountant required by law to close and submit balance sheet to tax authorities, external audit required by law etc.),
- translation services,
- software and programs (to digitise all archived documentation for each psychologist and their online display in view of increasing transparency; upgrading of online registers and their automation into an integrated single one, in interaction with line ministry servers etc.)

- expenses for national activities (including Assembly meetings) and international ones (some of which are planned and confirmed for the next year).

- expenses on membership in international organizations (membership fee for EFPA, EAWOP etc.),

- expenses for participation in conferences, summits, conferences, with a view of further factorizing the Psychologist Order in the international arena etc.

The present year expenses were incurred in accordance with the approved draft budget, according to the items and from 01/01/2018 to 31/12/2018 they are as follows:

Salary –in the amount of about 3,308,000.00 ALL, as foreseen in the draft budget.

Operating Costs - to approximately 5.549, 832.52 ALL out of 7,692,000.00 ALL foreseen in the draft budget

Capital Expenses - to the extent of about 342,920.00 ALL out of the 500,000.00 foreseen in the draft budget

With a total expenditure of about 9,200,752.52 ALL, the item of expenditure was spent to 124.9% of factual income, collected until 31/12/2018, affecting last year's reserves in the amount of 1,425,672.52 ALL.

The factual budget of 2018 keeps a stable balance between revenues and



expenditures, while maintaining the institution's economic stability and reflects the ambition to move to a new phase of functioning of the Order of the Psychologist, so that its activity becomes more sensitive to national and international politics, to be more

tangible for themembership and above all, to accomplish the legal mission for which it was created under Law 40/2016 "On the Order of the Psychologist in the Republic of Albania".

Summary Table

Name	Value	Currency
<i>Stocks/reserves from the previous year</i>	14 500	EUR
<i>Income</i>	62 700	EUR
<i>Total</i>	77 200	EUR
<i>Expenses:</i>		
<i>Salary</i>	27 300	EUR
<i>Operating Costs</i>	44 750	EUR
<i>Capital Expenses</i>	2 760	EUR
<i>Total</i>	74 810	EUR

10. OBJECTIVES ACCOMPLISHED DURING 2018

- Increase of memberships in the Order of the Psychologist through public awareness raising, sensitization and enhanced cooperation with institutions.
- Approval of bylaws regulating the method of conducting professional practice/internship and state exam.
- Recognition and implementation of the Code of Ethics and Deontology of the Psychologist in every aspect of practicing the profession.
- Defining and building a normative framework to regulate the continuing education system for psychologists.
- Commencement of work to build a network of local coordinators or regional offices of the Order of the Psychologist.
- Collaboration with all line ministries regarding the establishment of psycho-social units for the implementation of legal amendments in the field of criminal justice, which



- | | |
|--|---|
| <p>envisage the inclusion of a psychologist specialist in the process.</p> <ul style="list-style-type: none">• Increase of cooperation in international relations, aiming at the | <p>acquisition of candidate country status in the European Association of Work and Organizational Psychologists (“EAWOP”)</p> |
|--|---|

11. OBJECTIVES FOR 2019

- Realization of the first state exam for the profession of psychologist.
- Strengthening the role and status of psychologists at institutions through the adoption of working protocols for each area of competence.
- Extension of the network of local coordinators.
- Sensibilization on the role of an organizational psychologist and launching initiatives for application instead of organizational psychology at public and private institutions.
- Close cooperation with central and local government, not only to strengthen the role of psychologist, but also in joint projects at local and national level, which will assist the community and factorize the work of the psychologist.
- Implementation of joint projects with international institutions to strengthen and improve the role of the psychologist within the country.
- Acquisition of full-fledged member status in the European Association of Work and Organizational Psychology (EAWOP).
- Acquisition of candidate country status in the European Federation of Psychologists’ Associations “EFPA”).

