

ANNUAL REPORT 2023



Written by the administration of the Order of Psychologists of Albania.

Under the supervision of the President Mrs. Valbona Treska.

ANNUAL REPORT

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WELCOME SPEECH OF THE PRESIDENT



(Dr. Valbona Treska - President)

Dear all,

As we enter the 7th year of our institution's journey, we are delighted to share the achievements and challenges we have faced. These experiences have helped us strengthen not only the Order of Psychologists but the psychologist profession as a whole.

Over the past year, we have experienced several significant events that have shaped our institution's work and policies. Notably, we conducted our first-ever relicensing exam for psychologists who did not complete the required credits on time, as per current regulations. The exam's question development and overall organization were a collaborative effort between a special committee of experts and the OPA

administration.

The Continuing Education Commission has held a record number of meetings for recognition and review of credits based on the fact that the year we left behind was a year of relicensing for members of the Order. Periodically, the National Council has made key decisions to facilitate the credit calculation process for various categories of psychologists, based on their licensure duration. These decisions consider continuing education's operation and its evolving dynamics over the years.

During this year, the National Council has taken very important decisions regarding the exercise of the field of competence for psychologists who are part of the Electronic Register of Experts of the Ministry of Justice. These decisions were followed by a series of disciplinary proceedings, for all those psychological experts who practiced the profession not in accordance with the legislation in force. As our institution consolidates, it is essential for each of us to strive to elevate professional standards. By doing so, we ensure that we provide the highest quality and most well-structured services.

During this year the focus of the institution has been specifically on the structuring of the work of psychologists working in police structures. Since this service was established, the psychologist's role within the police has gained significant importance, making the work of these professionals increasingly vital to the police organization. Based on these needs of the organization for quality and dedicated service of psychologists, we have held meetings, discussions, lobbies on the good positioning of the psychologist in the structure. In cooperation with the State Police and the EU4LEA Program, we have coordinated the work on the drafting of new job descriptions for psychologists in the police. This new description of the position of the psychologist, accompanied by the relevant criteria for the employment of professionals in the State Police, was concluded with the approval of



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the new job descriptions by the General Director of the State Police, Chief Director Muhamet Rrumbullaku. The approval of this document highlights our continued emphasis on the role of psychologists within the police force, as well as the publication of the Guide “The Role of the Psychologist in the Police”, which is a result of our collaborative efforts.

Special training for psychologists in justice could not be left out of the focus of our 2023 journey. This training was initiated due to the necessity following similar programs conducted in 2018-2019, driven by the justice system’s high demand for professional psychologists, including those specializing in both assessment and evaluation roles. The finalization of the training required a rather long preparation in time, with applications, commissions set up for the selection of candidates, revision of the training modules and, above all, in the selection of highly professional lecturers of national and international level. In total, 18 psychologists participated in the first module as assistants and 16 psychologists in the second module as evaluators. During an intensive weekend session, colleagues acquired the essential knowledge required to become experts in this field. Internationally renowned forensic psychology professor Ray Bull was among the honored lecturers of this training. His participation in the training was preceded by an open lecture of a very high international level on police psychologist interviewing techniques.

In 2023, the mandate of the Ethics and Disciplinary Trial Commission came to an end, and a new commission was re-elected. This new commission now includes 8 psychologists with experience across different areas of psychology, who will be responsible for adjudicating cases involving ethical standard violations.

Another important event this year was the World Mental Health Day, October 10, which has now become a tradition to promote. In cooperation with the Municipality of Tirana, large green ribbons were placed on all the buses of the main traffic lines in the capital. The green ribbon, the symbol of Mental Health Day, was a symbol that attracted the attention of thousands of citizens and undoubtedly helped to promote other activities during that day for this common cause. Leaflets containing awareness

messages for citizens were distributed in popular areas of Tirana. The activities were highlighted in both visual and written media, marking them as one of the most significant events of the day.

The Order of Psychologists has continued to be an active part of important international organizations such as the European Federation of Psychologists (EFPA), the Global Alliance of Psychology, the European Association of Work and Organizational Psychologists (EAWOP) and the American Psychological Association (APA).

A major achievement for the Order of Psychologists in 2023 on the international stage was receiving the responsibility to organize the psychology semester for the European Federation of Psychological Associations from January to June 2024. This is one of the largest European events, which will culminate with the meeting of EFPA presidents in Tirana in May 2024. Without a doubt, I confidently assert that this will be one of the most pivotal years for psychology and psychologists in Albania.

I look forward to 2024, anticipating even greater achievements both nationally and internationally. Together, we can work to strengthen the role of psychologists in society, increase job opportunities, encourage institutions to adopt a forward-thinking vision for employing psychologists, and, above all, provide dignified and professional services to every citizen.

Sincerely,
Dr. Valbona Treska

January 2023



1. INSTITUTION'S JOURNEY DURING 2023

During 2023, the Order of Psychologists continued its institutional engagement in fulfilling its mission. Despite the difficulties and challenges to carry out our daily activities, we managed to have a series of successful activities this year as well.

January

During this month, we held online meetings with the membership of the Order of Psychologist within the framework of the process of relicensing, reviewing and assessing membership requirements, with the aim of obtaining the necessary credits for relicensing, as well as to discuss and carefully evaluate the issues encountered by members.

On 28.01.2023, 6 years have passed since the establishment of the Order of Psychologists.

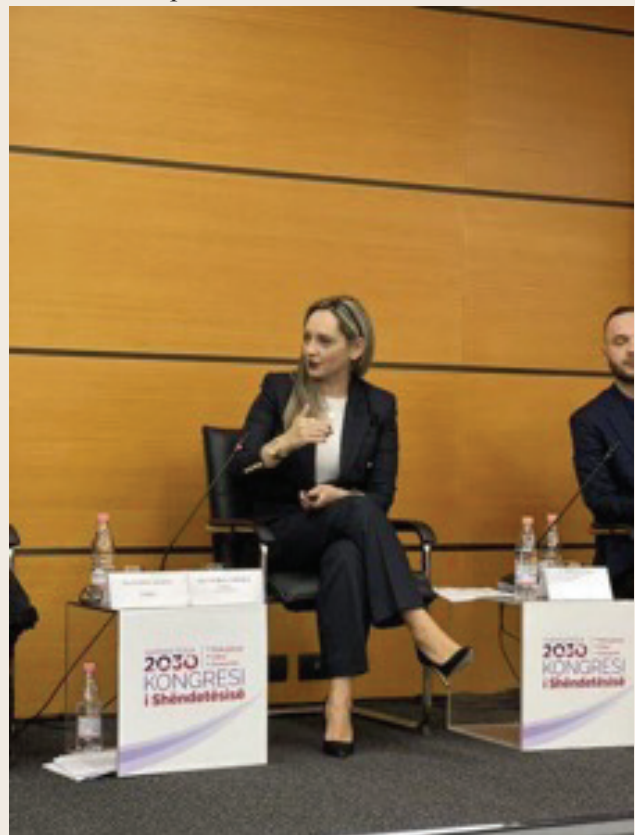


February

During the month of February, work continued on new memberships and the treatment of problems referred by members of the Order of Psychologists. Inter-institutional meetings have also continued to promote the role and importance of psychologists in institutions and society in general.

March

The Ministry of Health and Social Protection held the first Health Congress on March 6-7, 2023, at the Palace of Congresses. This congress united all the key players who can enhance the quality, care, and innovation of the services provided. The Order of Psychologists was a collaborator in this congress and the participation of psychologists was also important, not only in presenting their work, but also to coordinate the service with other health colleagues, in order to improve the service.





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On March, 10th, 2023, the meeting of representatives of the EuroPsy member countries took place at the central offices of EFPA in Brussels. For an extended period, the Order of Psychologists has been actively involved in recognizing and initiating the procedures for obtaining EuroPsy certificates. These certificates will enable the mobility of our psychologists to practice throughout Europe. The Order of Psychologists during 2023 worked on the review of all bachelor and master programs in Psychology in all universities in the country, the drafting of the report and the final application, with the aim of establishing the EuroPsy National Certification Commission.



At the end of March, the 3-day seminar on “The Role of the Psychologist in the Police” was successfully completed as a collaboration between the State Police, the Security Academy and EU EU4LEA.



April

The European Federation of Psychologists (EFPA), on the occasion of World Health Day, on April 7, 2023, recalled the 75th anniversary of the creation of the World Health Organization. WHO continues today to play a very important role in promoting public health around the world. EFPA called for the recognition of



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the importance of mental health, for more discussion on it and for politics to always consider it as a very important factor. WHO's call for more services offered for mental health to the community is a very important element, which also reflects the fact that the approach of individuals to mental health problems has changed over the last 75 years.

May

The Order of Psychologists, in accordance with current legislation, regulations, and the latest decisions of the National Council, has organized three training modules for the specialization of psychologists listed in the Electronic Register of Experts and those providing services to justice institutions. We are presenting these training modules in this annual report, categorized by the months in which they were completed.

the Order of Psychologists on the topic: "Meaning, methodology and criteria of psychological assessment of post-traumatic stress in the case of accidents". Lecturers of this training were: Dr. Valbona Treska, Prof. AS. Dr. Valbona Alikaj and Msc. Blerina Toma.



June

On June 9-10, 2023, the second training module was developed on the topic: "The role of the



On May 19-20, 2023, a training was organized by



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psychologist in the context of criminal assessments and delinquent behavior”. The lecturers in this training were Prof. AS. Dr. Vasilika Hysi and Msc. Naureda Bajraktari.



July

On July 3-6, 2023, the 18th Congress of Psychology organized by the European Federation of Psychologist’s Associations and the British Psychological Society was held in Brighton, Great Britain, in which Albania, as a member country of EFPA since 2019, also participated. Over 1,000 participants with scientific papers gathered in this great professional event.



On July 7-8, 2023, the EFPA General Assembly took place. In this meeting, important changes to the





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Statute, changes and proposals in the organization were approved and new colleagues were mandated. In this activity, the Order of Psychologists was represented by the President Mrs. Valbona Treska.



of mental disorders of parents in matters of divorces and leaving children, for growth and education”. Dr. Valmira Skëndi and Msc. Blerina Toma participated in this training as lecturers.



On 11.07.2023, a meeting of the Order of Psychologists, the State Police and the EU4LEA Program was held. The focus of this meeting was strengthening the role of the psychologist in the police.



On July 14-15, 2023, the third training module was also developed for psychologists who are experts in the Electronic Registry and psychologists who work in justice institutions on the topic: “Assessment





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During the month of July, the Order of Psychologists hosted in its office a group of school psychologists, who practice the profession at educational institutions in the country. This meeting was held to closely discuss the issues that concern these professionals in their daily work.

On July, 24th, 2023, the process of selecting new members of the Commission of Ethics and Professional Disciplinary Judgment was fulfilled, a process which started with the application of the candidates, continued with the hearing by the National Council of each of them and was finalized with the decision of the National Council .





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On July 28th, 2023, Albania was officially announced by EFPA for the first time, that it would receive the baton for the organization of the Semester of Psychology of the European Federation of Psychological Associations (EFPA) in the period January - June 2024. For the first time in 30 years of psychology, Albania would welcome the Presidents and representatives of psychologists from all European member countries of the Federation. This activity is a wonderful opportunity to show not only the good work done by Albanian professionals, but also to promote the values of our country.

August

On August 12th, 08.2023, calls were opened for applications to participate in the special training organized by the Order of Psychologists, for expert psychologists assisting and evaluating in the field of justice.

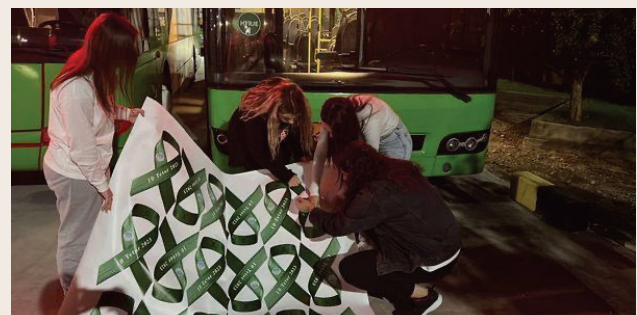
September

In September, we continued the activities with several different meetings in the country, with the collaborators of the Order of Psychologists. The work has continued with intensity in the preparation of the training of psychologists in law, modules and coordination of work with the institutions involved in the process.

October

Mental Health Day, on October 10th, 2023, was again organized by the Order of Psychologists. This time, as a sign of awareness, all the buses of Tirana, for one day, circulated with a printed green ribbon, this symbol of caring for mental health.

Also, throughout the day, the Order of Psychologists, with the help of a group of volunteers consisting of professional psychologists and psychology students, distributed sensitizing information to citizens about the importance of mental health at two main locations in the city center.





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November

On November, 4th, 2023, the 1st Training Module for Psychologists in Law began, entitled “*Psychologists as assistants in the justice system*”.

In this training, a group of well-known lecturers, legal system specialists and psychology professionals have been selected to lecture. This cooperation was also achieved with the support of the School of Magistrates, the Court of First Instance of the General Jurisdiction of Tirana and the General Prosecutor’s Office.

During this extensive weekend program, which totaled 122 hours of training, the Order of Psychologists was honored to be joined by Professor Ray Bull from Leicester University. Professor Bull, an Emeritus Professor of Forensic Psychology, who brings many years of experience and is highly respected in his field.





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On November 23rd, 2023, the EFPA Council meeting took place in Naples, Italy. Albania was represented at this event by President Valbona Treska, who presented the EFPA Semester organization plan for the period January - June 2024. This is undoubtedly the highest level activity ever organized in Albania on psychology.



December

On December 4th, 2023, Module II of the training for psychologists in the field of Law “*Psychologists as evaluative experts in the justice system*” began.

Even in this module we had the pleasure of having the most vocal lecturers and experts in the field of psychology participate.





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On December, 14th, 2023, an Open Lecture was held by Prof. Raymond Bull on the topic: *“Improving the skills of interviewing suspects”*, at the Faculty of Social Sciences, in which nearly 100 psychologists participated. In his lecture, Professor Bull showed once again that a professional, correct and ethical interview creates opportunities for a quality investigation process.

This lecture paves the way for many others in different fields of psychology, which will also take place within the EFPA semester.



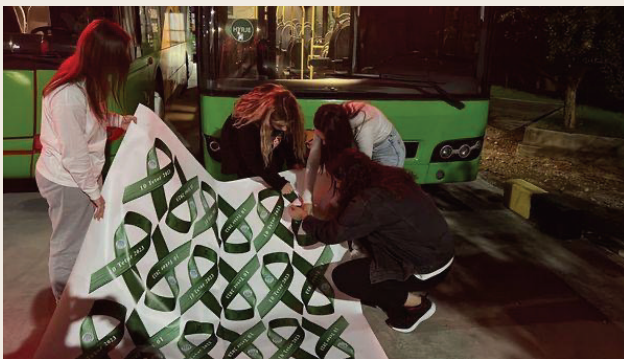
At the end of the year, our institution announced the recipients of the annual symbolic award, “Psychologist of the Year.” Unlike previous years, this time, we honored not one but three deserving winners with the award. The Group of Police Psychologists, Mr. Elidon Shehu, Mrs. Erisa Velaj and Mrs. Mirela Tafa, were voted by hundreds of colleagues for their professional contribution.

They helped to change the psychologist’s job descriptions in the structures of the State Police. After about 13 years of service, for the first time the psychologist’s work is specifically focused only on the psychological service for police officers.



1.1 INTERNATIONAL MENTAL HEALTH DAY

The work focus of the Order of Psychologists has also been the promotion of mental health as an important integral part of health as a whole. The purpose of the dedicated activities of this day is to draw the attention of citizens, public and private institutions, civil society organizations and the media to mental health and the challenges faced by individuals who suffer from it.



Thus, on October 10th, 2023, on the occasion of World Mental Health Day, a promotional activity for mental health, which has now become a tradition, was successfully accomplished. However, from a year ago, in addition to sensitizing messages through information leaflets, another form of sensitizing was chosen. The buses of the urban lines of Tirana circulated throughout the day with a printed green ribbon, this symbol of mental health care.



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Also, throughout the day, the Order of Psychologists, with the help of a group of volunteers consisting of professional psychologists and psychology students, distributed awareness-rising information to citizens about the importance of mental health at two main locations in the city center. The awareness sheets contained data and statistics from WHO and INSTAT on cases and factors related to mental health.

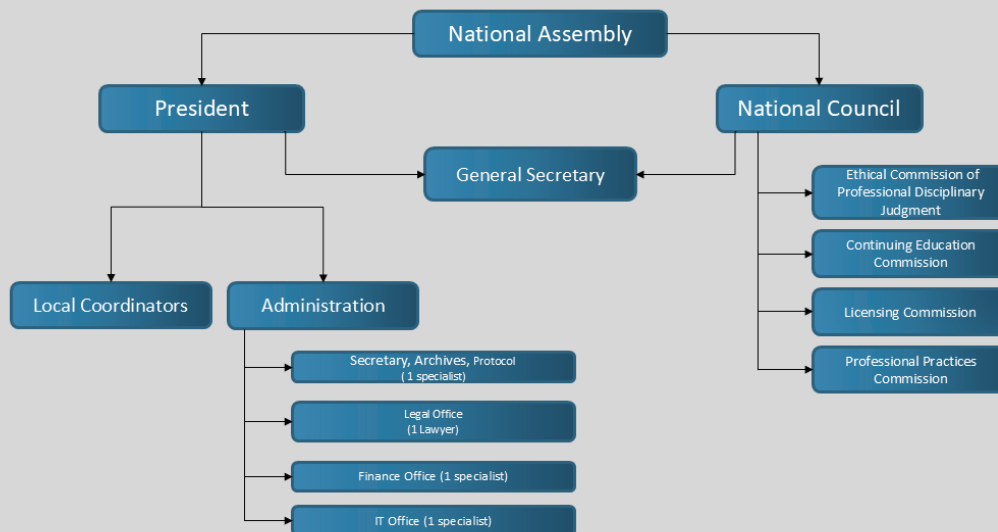
The activity was widely covered by the visual and written media in the country.





2. BODIES OF THE ORDER OF PSYCHOLOGISTS AND THEIR FUNCTIONAL ACTIVITY

ORGANIGRAM OF THE ORDER OF PSYCHOLOGIST



Organizational chart of the Order of Psychologists

The main bodies of the Order of Psychologists are:

- a) National Assembly;
- b) National Council;
- c) The President of the Order ;
- d) General Secretary;
- e) Commission of Ethics and Professional Disciplinary Judgement;
- f) Commission on Continuing Education;
- g) Other commissions, including the Licensing Commission and the Commission of Professional Practice.



2.1 NATIONAL ASSEMBLY

- The highest governing body of the Order of Psychologists, based on law no. 40/2016, is the National Assembly.
- The National Assembly consists of all members of the Order of Psychologists.
- The National Assembly has the following functions:
 - elects the National Council and the President of the Order, by secret ballot and by simple majority of all its members;
 - approves the statute of the Order;
 - approves the Code of Ethics and Deontology;
 - approves the regulation on professional disciplinary judgment;
 - approves the regulation on registration, membership and licensing;
 - approves the regulation for the organization of professional practice;
 - reviews and approves the draft budget of the Order, as well as reviews its actual budget;
 - analyzes the annual activity of the bodies of the Order;
 - reviews the external audit report, in three-year intervals.



On June, 2nd, 2023 at 12:00, the meeting of the 7th National Assembly of the Order of Psychologists took place in Vlora in the premises of the Grand Hotel, with the following agenda:

- Greetings from the President Mrs. Valbona Treska.
- Greetings from Mrs. Veliona Hoxhaj, in the capacity of Vlora District Coordinator.
- Analysis of the annual activity of the bodies of the Order of Psychologists by the General Secretary of the Order of Psychologists, Mrs. Elona Mustafaraj.
- Presentation and approval of the actual budget for 2022, approved by the National Council of the Order of Psychologists with Decision No. 18, dated 02.05.2023
- Presentation and approval of the draft budget of 2023, approved by the National Council of the Order of Psychologists with Decision No. 26, dated 16.12.2022
- Presentation and approval of changes to the Statute of the Order of Psychologists, approved by



the National Council of the Order of Psychologists with Decision No. 21, dated 29.05.2023.

- Presentation and approval of changes to the Regulation of Ethics and Professional Judgment, approved by the National Council of the Order of Psychologists with Decision No. 22, dated 29.05.2023.
- Presentation and approval of changes to the Code of Ethics and Deontology approved by the National Council of the Order of Psychologists with Decision No. 23, dated 29.05.2023.
- Discussion time.
- Closing the activity.

The Sixth National Assembly made the following decisions:

- Approval by unanimous vote of the actual budget of 2022.
- Approval of the 2023 Project Budget by unanimous vote.
- Unanimous approval of the changes in the Statute of the Order of Psychologists, namely article 12, point 1.d) thereof.
- Unanimous approval of the changes in the Regulation of Disciplinary and Professional Judgment, namely Article 7 and Article 13 thereof.
- Approval by unanimous vote of the changes in the Code of Ethics and Deontology of the Order of Psychologists, namely its Standards 1.06, 2.01, 2.05.
- Unanimous approval of the addition of Standard 5.07 to the Code of Ethics and Deontology of the Order of Psychologists.

After the proceedings of the Assembly, the members had the opportunity to spend time together discussing and sharing their experiences. The organization of National Assemblies is not only an obligation stipulated by the law but also a form to make professionals of all Albania come together. The assembly was concluded with the approval of the agenda.





2.2 NATIONAL COUNCIL

NATIONAL COUNCIL



Dr. Valbona Treska



Mr. Edvin Lame



Mr. Besmir Frroku



Dr. Fleura Shkëmbi



Dr. Manolita Hida



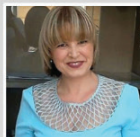
Mr. Altin Nika



Mrs. Rezarta Basha



Mr. Bledar Zeneli



Mrs. Valbona Habili



Mrs. Artemisi Dono



Mrs. Elona Mustafaraj



Mrs. Orjola Plaku

The National Council is the executive body of the Order, which consists of 16 members.

Elected members of the National Council are:

Dr. Fleura Shkëmbi, Dr. Valbona Habili, Dr. Edvin Lame, Dr. Artemisi Dono, Mrs. Elona Mustafaraj, Mrs. Rezarta Basha, Dr. Manolita Hida, Mrs. Orjola Plaku, Mr. Besmir Frroku, Mr. Altin Nika, Mr. Bledar Zeneli,

The composition of the National Council includes 4 members appointed by the Ministries, respectively from:

Ministry of Health and Social Protection (simultaneously also the Competent Authority of the Order of Psychologists according to the law):

Ministry of Education and Sports

Ministry of Justice

Ministry of Defense

The National Council has the following responsibilities:

- approves own organizational structure;
- determines quotes and fees;
- administers the Order's movable and immovable assets at the national level;
- supervises all the activities of the bodies that depend on it;
- 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;
- maintains and updates the Register of the Order of Psychologists;
- establishes ad-hoc working groups to carry out controls in the exercise of the profession of the psychologist;
- prepares and publishes the annual and financial reports.

The National Council of the Order of Psychologists of the Republic of Albania has had a very busy year, full of activities.



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A number of important decisions have been taken during 2023, such as follows:

- 1- **Decision No. 1 dated 03.02.2023** “To unanimously approve the recommendations of the Ad-hoc group for the case-by-case trial by the Ethics Commission of psychologists part of the Electronic Registry of Experts for exceeding the scope of competence, non-compliance with the Orders and Regulations of the Order of Psychologists or lack of cooperation during the exercise of the profession”.
- 2- **Decision No. 2 dated 03.02.2023** “To unanimously approve the honorarium for the members of the Ad-Hoc group regarding the evaluation of the documentation deposited with the Order of Psychologists, for psychologists who are part of the Electronic Registry of Experts at the Ministry of Justice in the amount of 10,000 ALL”
- 3- **Decision No. 3 dated 03.02.2023** “To unanimously approve the proposal of the legal office on the division of the field of competence for the category of psychologists who have obtained a license in which there is more than one title and who are in the process of relicensing”.
- 4- **Decision No. 4 dated 03.02.2023** “To unanimously approve the proposal of the legal office for amending the procedure for obtaining credits for conference activities within the country, in the Continuing Education Regulation”
- 5- **Decision No. 5 dated 03.02.2023** “To unanimously approve the cancellation of Decision No. 4, dated 16.02.2022 of the National Council regarding the determination of the honorarium fee for meetings of the National Council that continue with the same agenda in several subsequent meetings”. The payment of the honorarium will be based on the attendance list of each meeting of the National Council regardless of the continuation of the agenda in the subsequent meeting”.
- 6- **Decision No. 6 dated 03.02.2023** “To unanimously approve the honorarium in the amount of 40,000 ALL for the drafters of training modules in the field of Justice”
- 7- **Decision No. 7 dated 03.02.2023** “To approve with 10 votes in favor and 1 against the leaving in force of Decision No. 9, dated 22.12.2022 of the Ethics Commission.
- 8- **Decision No. 8 dated 24.03.2023** “To approve with 10 votes in favor and 2 against the proposal of the legal office for amendments to the Continuing Education Regulation regarding the reduction of the number of credits for relicensing for the category of psychologists who have more than 20 years of work and the supervision payments for this category”.
- 9- **Decision No. 9 dated 24.03.2023** “To unanimously approve the Regulation of the Relicensing Examination”.
- 10- **Decision No. 10 dated 24.03.2023** “To unanimously approve the proposed amendment to the Regulation of Continuing Education for the Abstract/Poster category, Chapter III; C1 thereof”
- 11- **Decision No. 11 dated 05.04.2023** “To unanimously approve the fees of the Relicensing Examination Commission as well as the payments of the members who will conduct the examination as follows:
 - Fee for the drafters of the question fund, 700 ALL/question.
 - Fee for the correctors of the Relicensing Examination, 5,000 ALL/day.
 - Basic fee for the relicensing exam, 15,000 ALL plus 200 ALL/credit for the difference in credits not completed by the psychologist.
- 12- **Decision No. 12 dated 05.04.2023** “To unanimously approve the completion of Decision No. 7, dated 08.04.2022 of the National Council, to make two of the three modules designed for psychologists of the Justice system mandatory. The training will be carried out periodically every year by the Order of Psychologists”.
- 13- **Decision No. 13 dated 02.05.2023** “To not accept the appeal addressed to the National Council for the repeal of Decision No. 2 dated 08.03.2023 of the Commission of Ethics and Professional Disciplinary Judgment. To leave in force Decision No. 2 dated 08.03.2023 of the Commission of Ethics and Professional Disciplinary Judgment for issuing the disciplinary measure: “Exemption from the Order of Psychologists for a period of 6 (six) months”.
- 14- **Decision No. 14 dated 02.05.2023** “To not accept the appeal addressed to the National Council for the repeal of Decision No. 1 dated 08.03.2023 of the Commission of Ethics and Professional Disciplinary Judgment for the issuance of the disciplinary measure: “Exemption from the Psychologist’s Order for a period of 6 (six) months”.
- 15- **Decision No. 15 dated 02.05.2023** “To reject the



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appeal to the National Council for the repeal of Decision No. 4 dated 16.03.2023 of the Commission of Ethics and Professional Disciplinary Judgment. To leave in force Decision No. 4 dated 16.03.2023 of the Ethics and Professional Disciplinary Review Committee for the issuance of the disciplinary measure: "Exemption from the Psychologist's Order for a period of 9 (nine) months".

16-Decision No. 16 dated 02.05.2023 "Not to accept the appeal addressed to the National Council for the repeal of Decision No. 7 dated 16.03.2023 of the Commission of Ethics and Professional Disciplinary Judgment. To leave in force Decision No. 7 dated 16.03.2023 of the Ethical Commission of Disciplinary Judgment for the granting of the disciplinary measure: "Exemption from the Psychologist's Order for a period of 6 (six) months."

17-Decision No. 17 dated 02.05.2023 "Not to accept the appeal addressed to the National Council for the repeal of Decision No. 6 dated 16.03.2023 of the Commission of Ethics and Professional Disciplinary Judgment. To leave in force Decision No. 6 dated 16.03.2023 of the Ethical Committee of Disciplinary Judgment for the granting of the disciplinary measure: "Exemption from the Order of Psychologists for a period of 6 (six) months."

18-Decision No. 18 dated 02.05.2023 "To approve with 8 votes in favor, 1 abstention from 9 members of the National Council present at the meeting the Actual Budget 2022 accompanied by the relevant report."

19- Decision No. 19 dated 22.05.2023 "Not to accept the appeal addressed to the National Council for the repeal of Decision No. 11 dated 29.03.2023 of the Commission of Ethics and Professional Disciplinary Judgment. To leave in force Decision No. 11 dated 29.03.2023 of the Ethical Commission of Disciplinary Judgment for the granting of the disciplinary measure: "Exemption from the Order of Psychologists for a period of 6 (six) months".

20- Decision No. 20 dated 22.05.2023 "To approve with 8 votes in favor, none against, 2 abstentions from the 10 members of the National Council present at the meeting the establishment of the ad-hoc group following the process for the evaluation of the documentation filed with the Order of Psychologists, for the psychologists who are part of the Electronic Register of Experts in the Ministry of Justice."

21-Decision No. 21 dated 29.05.2023 "To approve by

unanimity of all the members of the National Council present at the meeting, the amendment of the Statute of the Order of Psychologists, Article 12 point 1.d) thereof."

22-Decision No. 22 dated 29.05.2023 "To approve by unanimity of all the members of the National Council present at the meeting, the changes in the Regulation of Disciplinary and Professional Judgment of the Order of Psychologists, article 7 and article 13 thereof."

23-Decision No. 23 dated 29.05.2023 "To approve unanimously of all the members of the National Council present at the meeting, the changes in the Code of Ethics and Deontology of the Order of Psychologists, its Standards 1.06, 2.01, 2.05. To unanimously approve of all members of the National Council present at the meeting, the addition of Standard 5.07 to the Code of Ethics and Deontology of the Order of Psychologists".

24-Decision No. 24 dated 29.05.2023 "To unanimously approve of all the members of the National Council present at the meeting the establishment of the ad-hoc group for the detailed examination of the complaint for Decision No. 13, dated 13.04.2023 of the Commission of Ethics."

25-Decision No. 25 dated 19.06.2023 "Not to accept the appeal addressed to the National Council for the repeal of Decision No. 13 dated 13.03.2023 of the Commission of Ethics and Professional Disciplinary Judgment. To leave in force Decision No. 13 dated 13.03.2023 of the Ethical Commission of Disciplinary Judgment for the granting of the disciplinary measure: "Exemption from the Order of Psychologists for a period of 8 (eight) months."

26-Decision No. 26 dated 19.06.2023 "Not to accept the appeal addressed to the National Council for the repeal of Decision No. 18 dated 04.05.2023 of the Commission of Ethics and Professional Disciplinary Judgment. To leave in force Decision No. 18 dated 04.05.2023 of the Ethical Commission of Disciplinary Judgment for the granting of the disciplinary measure: "Exemption from the Order of Psychologists for a period of 6 (six) months."

27-Decision No. 27 dated 19.06.2023 "Not to accept the appeal addressed to the National Council for the repeal of Decision No. 8 dated 24.04.2023 of the Ethical Commission of Professional Disciplinary Judgment." To leave in force Decision No. 8 dated



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24.04.2023 of the Ethical Commission of Disciplinary Judgment for the granting of the disciplinary measure: "Exemption from the Psychologist's Order for a period of 6 (six) months."

28-Decision No. 28 dated 19.06.2023 "To approve with 8 votes in favor, none against and 2 abstentions the Organizational Chart of the Order of Psychologists."

29- Decision No. 29, dated 18.07.2023 "To unanimously approve by all the members of the National Council present at the meeting, the establishment of the Voting Commission for the election of the members of the Commission of Ethics and Professional Disciplinary Judgement.

To unanimously approve of all the members of the National Council present at the meeting the honorarium for the payment of the members of the Voting Commission in the amount of 5,000 ALL."

30-Decision No. 30, dated 24.07.2023 "To approve the establishment of the Commission of Ethics and Professional Disciplinary Judgment based on the voting result from the minutes kept by the Voting Commission, for the following winning candidacies:

1. Blerina Toma
2. Brunilda Laboviti
3. Enila Cenko
4. Ela Tollkuçi
5. Elona Hasmujaç
6. Fatjona Hysi
7. Naureda Bajraktari
8. Orsjola Miho

31- Decision No. 31, dated 07.11.2023 "To approve by unanimity of all the members of the National Council present at the meeting the proposed changes of the legal office, specifically:

In Chapter 4, point 4.2. of the Regulation of Continuing Education titled "Monitoring and final evaluation" the following additions should be added:

4.2. The independent expert has the obligation to monitor the continuing education activity to ensure the implementation of the provided standards and criteria. The participation of the independent expert for the purpose of monitoring and evaluating the activity must be no less than 70% of the effective hours of each day of the activity.

In Chapter 4, point 4.4. of the Regulation of Continuing Education with the name "Monitoring and final evaluation" the following additions should be added:

4.4. After the end of the activity, the provider must

carry out the evaluation process, submitting to the independent expert the list of participants in the activity and the results of the evaluation process of the activity carried out by the provider himself, as well as by the participants in the activity. The attendance of the participants must be no less than 85% of the effective hours of each day of the activity.

32-Decision No. 32, dated 07.11.2023 "To approve with 8 votes in favor, 1 against, 1 abstention, the change in the Financial Management Regulation, article 6, point 5 thereof, related to allowances for diets abroad, from the measure 30-60 Euros per day to the extent of 40-100 Euros per day."

33-Decision No. 33, dated 07.11.2023 "To approve unanimously of all members of the present National Council, the salary for the position of Human Resources Director in the amount of ALL 75,000 net."

34-Decision No. 34, dated 07.11.2023 "Not to accept the appeal addressed to the National Council for the repeal of Decision No. 22 dated 21.09.2023 of the Commission of Ethics and Professional Disciplinary Judgment.

To leave in force Decision No. 22 dated 21.09.2023 of the Ethical Commission of Disciplinary Judgment for the granting of the disciplinary measure: "Exemption from the Order of Psychologists for a period of 10 (ten) months."

35-Decision No. 35, dated 07.11.2023 "Not to accept the appeal addressed to the National Council for the repeal of Decision No. 23 dated 21.09.2023 of the Commission of Ethics and Professional Disciplinary Judgment."

To leave in force Decision No. 23 dated 21.09.2023 of the Ethical Commission of Disciplinary Judgment for the granting of the disciplinary measure: "Exemption from the Order of Psychologists for a period of 18 (eighteen) months."

36-Decision No. 36, dated 21.12.2023 "To exclude from the discussions and final voting, Variant 1 and Variant 2 of the Project-Budget for the financial year 2024, with 11 votes in favor, 1 against of all the members of the National Council present in meeting."

37-Decision No. 37, dated 21.12.2023 "To approve with 11 votes in favor, 1 against, the Project-Budget for the financial year 2024 with the amended fees according to the attached table."



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	Old rates	New fees
Quotation of licensed Psychologists	6,000 ALL	8,000 ALL
Quotation of practicing Psychologists	4,500 ALL	5,000 ALL
Quotation of licensed expert psychologists in the Electronic Register of Experts	15,000 ALL	15,000 ALL
Registration/ Re-registration	2,000 ALL	5,000 ALL
License Card	15,000 ALL	20,000 ALL
Certificate	200 ALL	500 ALL
Good Standing Certificate	200 ALL	10,000 ALL
Practical Skills Assessment Exam	3,000 ALL	5,000 ALL
Fees for members of the Licensing Commission	3,000 ALL	5,000 ALL
Fees for members of the Practice Committee	3,000 ALL	5,000 ALL

38-Decision No. 38, dated 21.12.2023 “To unanimously approve the establishment of the Ad-Hoc group regarding the assessment of the situation and the way we will proceed for the standardization of the tests.”

The Ad-Hoc group will consist of a psychologist and a scientific research expert.



2.3 COMMISSION OF PROFESSIONAL DISCIPLINARY JUDGMENT

This commission was established under the Order of Psychologists pursuant to Article 19 of Law no. 40/2016 “On the Order of Psychologists”.

The Commission of Ethics and Professional Disciplinary Judgment has 5 members in its structure, 4 of whom are psychologists with over 10 years of professional work experience and the representative of the Legal Office of the Order:

Dr. Jonida Haxhiu, Dr. Enila Cenko, Dr. Brunilda Laboviti, Dr. Redina Balla and the lawyer of the Order Mr. Igli Çutra

The Commission operates on the basis of the law on the Order of Psychologists, the Code of Ethics and Deontology as well as the Regulation of Disciplinary and Professional Judgment.

After the end of the commission’s mandate on 24.07.2023, the National Council approved the establishment of the Disciplinary Judgment Ethics Commission based on the voting results from the minutes kept by the Voting Commission, for the winning candidacies, as follows:

Dr. Brunilda Laboviti, Dr. Enila Cenko, Dr. Ela Tollkuçi, Dr. Elona Hasmujaj, Dr. in process Fatjona Hysi, Msc. Naureda Bajraktari, Msc. Blerina Toma, Msc. Orsjola Miha

During the year 2023, the Commission of Ethics and Professional Disciplinary Judgment has reviewed a total of 25 initiated cases.

The Commission of Ethics, after examining the cases, has given the following decisions:

There were found 16 cases of violations of the Code of Ethics and various disciplinary measures were given against psychologists such as: notice with warning as well as exclusion from OP for a period of 6 months, 9 months, 8 months, 12 months and 18 months.

In 9 cases, after examining each case, the Commission of Ethics did not find cases of violation of the Code of Ethics, so the demands of the complaining parties were rejected.

ETHICS AND JUDGMENT DISCIPLINARY COMMISSION



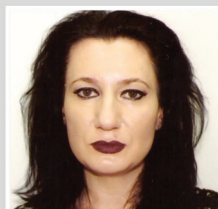
Dr. Brunilda Laboviti



Mr. Igli Çutra



Mrs. Jonida Haxhiu



Dr. Redina Balla



Dr. Enila Cenko



2.4 COMMISSION ON CONTINUING EDUCATION IN PSYCHOLOGY

Based on the legal acts in force, this Commission is elected by the National Council and headed by the President of the Order. It consists of the following members:

Mrs. Ardiana Mali, Mrs. Erika Melonashi, Mrs. Marsela Shehu, Mrs. Valmira Skëndi and Mrs. Valbona Treska in the capacity of the President of OP

This Commission continued its work normally during 2023, reviewing applications for accreditation, requests for repeating the activities of subjects who

were interested in carrying out accredited continuing education activities in psychology, as well as approving credits in the framework of relicensing, for psychologists who were at the end of the validity of their licenses.

The year 2023 has been a busy year for the Continuing Education Commission since there were about **330** files for recognition and review of credits as a result of the relicensing process of psychologists.

COMMISSION OF CONTINUING EDUCATION IN PSYCHOLOGY



Dr. Valbona Treska



Mrs. Valmira Skëndi



Mrs. Ardiana Mali



Mrs. Erika Melonashi



Mrs. Marsela Shehu



2.5 ADMINISTRATION OF THE ORDER OF PSYCHOLOGISTS



The Administration of the Order of Psychologists consists of:

- Legal Office – one employee, Mr. Igli Çutra
- Finance Office - one employee, Mr. Lejdi Goga, replaced by Mr. Geri Ahemtaliaj.
- Secretariat, Protocol, Archives - one employee, Mrs. Armira Baboçi
- Continuing Education Specialist – a part-time employee Ms. Geirsa Zelo
- IT office – one employee, Mr. Enn Tusha





2.6 OTHER COMMISSIONS

Alongside the Order of Psychologists, several other commissions function, which are essential for fulfilling its legal mandate.

2.6.1 Licensing Commission

This Commission was established by the National Council of the Order of Psychologists and examines the licensing requests of all those psychologists who, based on the law and normative acts in force, are

exempted from the obligation to perform professional practice and the state exam.

It consists of the President Mrs. Valbona Treska, the lawyer Mr. Igli Çutra, the secretary Mrs. Armira Baboçi as well as the members of the National Council: Dr. Edvin Lame and Dr. Fleura Shkëmbi.

During 2023, this commission has licensed 17 new psychologists, divided according to the following fields:

Clinical Psychologists	12 members
School Psychologists	1 member
Counseling Psychologists	2 members
Organizational Psychologists	1 member
Forensic Psychologists	1 member

LICENSING COMMISSION



Dr. Valbona Treska



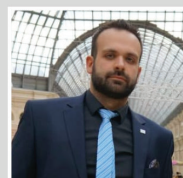
Mr. Edvin Lame



Dr. Fleura Shkëmbi



Mrs. Armira Baboçi



Mr. Igli Çutra

During the year 2023, 191 psychologists underwent the credit recognition and relicensing evaluation process. Likewise, during the year 2023, 39 psychologists who have been approved by the Licensing Commission for the right to practice their profession (License) in the following fields have successfully passed the state exam:

Clinical psychologists - 15 members
Counseling psychologists - 2 members
School psychologists - 11 members
School and development psychologists - 2 members
School psychologists and education - 1 member
Psychologists in institutions - 3 members
Legal psychologists - 2 members
Psychologists in professional orientation - 1 member
Organizational psychologists - 2 members



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2.6.2 Professional Practice Commission

This commission was established by the National Council as a result of the implementation of the “Professional Practice Regulation”, approved by the Ministry of Health and Social Protection, in the capacity of the competent authority, which enables the legal regulation of the following procedures for a significant number of psychologists recent graduates and exemption from this practice for another category.

The Professional Practice Commission is headed by the President of the Order and consists of members elected by the National Council, specifically: Dr. Valbona Habili, Mrs. Orjola Plaku, the lawyer of the Order of Psychologists Mr. Igli Çutra and the secretary Mrs. Armira Baboçi.

This year, **166** interns with regular employment contracts in various state and private institutions were registered with the Order of Psychologists.

During the year 2023, the Practice Committee reviewed the files of **22** psychologists and, after reviewing them, decided:

8 psychologists to be exempted from the obligation to carry out professional practice, based

on the Memorandum of Cooperation between UP and MSHMS

5 psychologists have been assessed as having to perform partial professional practice.

9 psychologists have been assessed as having to complete professional practice.

2.6.3 Practical Training Assessment Commission

This commission was established based on Order No. 580, dated 31.07.2019 “On the establishment of the Commission for the Assessment and Practical Training for the Profession of Psychologist” of the Ministry of Health and Social Protection and aims to assess the supervised professional practice of each psychologist who is subject to this procedure.

By order of the Minister of Health and Social Protection, based on Article 17 of the Joint Order of the Ministry of Education, Sports and Youth and the Ministry of Health, “On the Approval of the Regulation of Professional Practice”, the members of this commission are as follows: Ms. AALLsandra Puci, chair of the commission and representative of

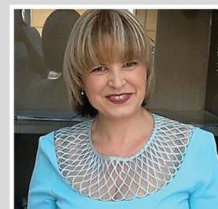
PROFESSIONAL PRACTICE COMMISSION



Dr. Valbona Treska



Mr. Igli Çutra



Mrs. Valbona Habili



Mrs. Erjola Plaku



Mrs. Armira Baboçi



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the Ministry of Health and Social Protection, Mr. Besmir Frroku and Mr. Edvin Lame, representatives of the Order of Psychologists. The commission has initially drafted the orientation questions for the professional practice exam, questions which have been published in advance on the Website of the Order of Psychologists

<https://www.urdhriipsilogut.al/fondi-i-pyetjeve> according to deadlines provided for in the regulations.

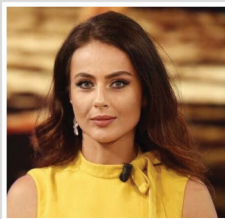
During the year 2023, the Practical Training Assessment took place on May 24-26 and December 5-7 near the premises of the Order of Psychologists.

In the May exam list, there were 88 interns who were evaluated by the members of the PTA commission, of which 2 interns did not appear on the day of the exam.

In the December exam list, there were 81 interns who were evaluated by the members of the PTA commission, of which 2 interns did not appear on the day of the exam.

In total, during the year 2023, 164 practicing psychologists were assessed "Pass" by PTAC, 4 psychologists did not appear for the exam and 1 psychologist was assessed "Not pass".

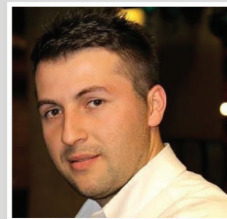
PRACTICAL TRAINING ASSESSMENT COMMISSION



Mrs. Aleksandra Puci



Mr. Edvin Lame



Mr. Besmir Frroku



2.7 LOCAL COORDINATORS

The network of local coordinators aims to provide support, help and protection of interests to all members of the Order of Psychologists of the respective district, focusing on the needs and problems they encounter while practicing the profession of psychologist. This network works voluntarily.

Coordinator local has as mission :

- Providing services to members of the Order, within the framework of the effective dissemination of information related to the practice of the profession, the collection and distribution of specific documentation, in order to improve the quality of the practice of the profession of psychologist in the relevant regional institutions and reduce the costs of obtaining these services for members of the Order in the region.
- Establishing and maintaining the Order's relations with local bodies and other public and private entities in the region, in order to increase the influence and factorization of the Order of Psychologists.

Some of the functions performed by Local Coordinators are:

- Providing detailed information for each psychologist, who will carry out the procedures of membership, licensing, development of professional practice, state examination, conducting various trainings, etc.
- Collecting all necessary documents of psychologists of the respective region, regarding the membership-licensing procedure, as well as any other document related to the Order, and forwarding them to the Order of Psychologists.
- Distributing to psychologists of the respective region the individual practice permit (Professional Licenses) or any other documentation issued by the Order to members of this region.
- Establishing and maintaining cooperative relations, within the region, with public institutions, as well as with any other public or private entity, that has common goals with the Order of Psychologists.
- Informing psychologists of the region regarding the decisions and instructions of the Order of Psychologists.

- Supporting the organization and development of research and scientific activities in the field of psychology in the region.
 - Also, Local Coordinators accept any complaint received against psychologists, along with all accompanying documentation, and send it to the Central Office of the Order of Psychologists, in order to initiate review procedures by the Commission of Ethics and Professional Disciplinary Judgment.
- Currently, the network distribution is as follows:

Local Coordinator for Shkodra District

Migena Burrja/Haxhi

Address: "At Gjergj Fishta" St., Building no.37

First Floor

Phone: 0693129434

e-mail: Qarkushkoder@urdhriipsikologut.al

Local Coordinator for Vlora District

Veliona Hoxhaj

Address: "Sulejman Delvina" Street, "Hajro Cakerri" Neighbourhood, Apartment block "Lor", 2nd Floor

Phone: 0674060444

e-mail: Qarkuvlore@urdhriipsilogut.al

Local Coordinator for Lezha District:

Mrs. Alma Shyti Address: "Kolin Gjoka" School

Phone: 0683296435

e-mail: Qarkulezhe@urdhriipsikologut.al

Local Coordinator for Korça District:

Mrs. Elizaveta Dino

Address: Mental Health Center, Korçë

Phone: 0696171870

e-mail: Qarkukorce@urdhriipsikologut.al

Local Coordinator for the District of Elbasan

Mrs. Jonida Mustafaraj

Address: Albanian Center for the Integration of People with Special Needs

Phone: 0693847103

e-mail: Qarkuelbasan@urdhriipsilogut.al



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Local Coordinator for the City of Lushnja

Mrs. Fatmira Lala

Address: "Kongresi i Lushnjes" School

Phone: 0692626443

e-mail: coordinatorlokallushnje@urdhriipsikologut.al

Local Coordinator for Dibra District

Mrs. Arta Beqiri Address: Bulqiza

Phone: 0698220502

e-mail: Qarkudiber@urdhriipsikologut.al

Local Coordinator for Gjirokastra District

Mrs. Loreta Mamani

Address: Gjirokastra

Phone: 0694640798

e-mail: Qarkugjirokaster@urdhriipsikologut.al



3. MEMBERSHIP OF THE ORDER OF PSYCHOLOGISTS

To be a member of the Order of Psychologists in the Republic of Albania, psychologists must meet the following criteria:

to be Albanian citizens;

have the diploma of higher education studies “Bachelor” and “Scientific Master” or “Professional Master” in psychology or equivalent, according to the legislation in force for higher education, issued by the institution of higher education, inside or outside the country, recognized by the ministry responsible for education;

to pledge in writing that they will implement the requirements of the legislation in force, the statute and the Code of Ethics and Deontology;

ç) not to be convicted by a final court decision for committing a criminal offense related to the exercise of the profession, at the time of application for membership.

The membership has increased during the year 2023. The administration of the Order has continuously done a great job of raising awareness towards psychologists, but also towards public and private institutions, which have been made aware of the need to implement the law.

In total, the Order of Psychologists for 2023 has reached 1577 active registered members, of which 178 are new members registered for the first time this year.

3.1 LICENSED PSYCHOLOGISTS

The licensing of psychologists is regulated based on the Law “On Regulated Professions in the Republic of Albania”. Pursuant to this law, after completing the Bachelor and Master studies in psychology, one year of professional practice must be completed and then the state exam must be taken, as a prerequisite for licensing.

Exceptionally, this law stipulates that psychologists, who practiced the profession before the entry into force of this law, are exempted from the obligation to take the state exam.

In fulfillment of legal obligations, the Order has continued the licensing process for this category of psychologists, based on Law No. 10171, dated 22.10.2009, “On professions regulated in RS”¹ and the Memorandum of Cooperation between the former Ministry of Social Welfare and Youth and the Order of Psychologists.

¹ Article 9 of Law No. 10 171, dated 22.10.2009 “On professions regulated in the Republic of Albania” (amended), point 4.: The following are exempted from the obligation to take the state exam: a) the professional who, at the time of entry into force of this law, exercises or has exercised a regulated profession



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Currently, the licensing of psychologists according to the field of competence is presented as follows:

Licensed psychologists by years	2017	2018	2019	2020	2021	2022	2023	Total
Total Licensees	307	175	71	101	74	130	351	1209
Clinical Psychologists	147	97	32	32	35	80	155	578
Organizational School Psychologists	48	19	14	7	4	4	34	130
School Psychologists	28	14	3	27	11	51	43	177
Organizational Psychologists	8	13	2	7	5	10	16	61
Psychologists in Institutions	17	6	3	5	3	18	15	67
Psychologists in Professional Orientation	9	3	2	1	2	7	10	34
Psychologists in Psychological Counseling	41	25	9	18	10	36	49	190
Psychologists in Psychological Research	5	2	2	1	-	-	-	10
Forensic Psychologists	5	2	2	3	2	2	10	26
General Psychologists	8	2	6	2	1	8	6	33
Community Psychologists	2	-	-	1	-	-	-	3
Social Psychology	-	-	-	-	-	-	1	1
Psychologists in psychological rehabilitation	1	-	-	-	-	-	-	1
Educational Psychologists	-	-	-	1	1	2	4	8
Developmental Psychologists	-	-	-	1	1	-	-	2
Clinical Linguistics	-	-	-	-	1	-	-	1
Clinical Psychopathology	-	-	-	-	1	-	-	1
Neuroscience and psychological rehabilitation	-	-	-	-	-	-	1	1
Criminal	-	-	-	-	-	1	-	1
Clinical Counseling	-	-	-	-	-	1	2	3
School and Development	-	-	-	-	-	4	-	4
School and Education	-	-	-	-	-	-	4	4
Business Psychology	-	-	-	-	-	-	1	1

During the year 2023, 17 psychologists were directly licensed and 39 others upon the State Exam, a total of 56 new psychologists. The rest of the psychologists registered in December for the State

Exam will sit the exam at the beginning of 2024.

Meanwhile, 284 psychologists have undergone the relicensing process.



4. THE JOURNEY TO THE FIRST STATE EXAM FOR THE PSYCHOLOGISTS

On 15.09.2023, the State Exam was held for psychologists who had completed the Professional Practice or who were exempted by the decision of the Practice Commission from the obligation to take the State Exam. 104 psychologists participated in this exam.

The State Exam was organized in such a way that most of the questions contained the Bachelor cycle, specifically 70% of the questions in total, while the rest were questions from the Master cycle, divided

according to 5 fields: Psychology in the field of Mental Health, Psychology in the field of Education, Psychology in the Work and Organizational field, Psychology in the Legal field and Psychology in the Social and Community field.

At the end of this exam it resulted:

- 39 psychologists passed
- 65 psychologists failed
- 6 psychologists were absent





5. THE BUDGET

5.1 INCOME

The actual budget of 2023 was drawn up with the support of external accounting experts and aimed to guarantee institutional continuity and meet the needs for fulfilling the expected activity in the following year.

The main revenue items for fiscal year 2023 are:

Naming voices	Total income
Membership fee income	568,175.00
Income from annual quotations	8,638,022.00
Revenue from licensing fee	5,600,195.00
Income from publications and publications	10,200.00
Proceeds from the Continuing Education fee	3,238,935.00
Income from membership certificates	59,493.00
Income from the Practical Training Assessment Commission	543,099.00
Income from other trainings	1,275,015.00
Total income	19,933,134.00

From the information obtained from the above table, it results that a total of unlimited net income was in the amount of ALL 19,933,134.00, where mainly the collection of this income consists of the annual

quota fee according to the categories of members, the fee for withdrawing the license card, the total revenue collected from education activities in continuation as well as income from other items that the Order has.

5.2 EXPENCES

Based on the experience of the past years, to discipline the income as transparently as possible, a balance of mandatory expenses has been maintained to be realized according to planning.

Taking into account the spending forecasts, the summary table below reflects the actual expenses divided by items for the year 2023.

The main expenditure items for fiscal year 2023 are:



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Title the items	Outlay in total
Salary Expenditure	6,918,350.00
Social and Health Insurance Expenditure	1,152,634.00
Total Salary Expenditure	8,070,984.00
Expenses for royalties	Expenses for royalties
Rent expenses	734,419.00
Administrative expenses	1,356,114.00
Expenses for domestic and international activities and international relations	2,030,639.00
Expenses for printed materials, publications, web management	1,080,218.00
Expenses for banking operations	134,194.00
Total operating expenses	5,335,584.00
Depreciation expense for office inventory	83,776.00
Depreciation expense for computer equipment	133,699.00
AAM depreciation expense	74,217.00
Total depreciation expense	291,692.00
Total annual expenses	19,032,873.00

By comparing the actual budget and the draft budget, it appears that the Order of the Psychologist has adhered to the projected expenses.

5,335,584.00 ALL were spent in the item of operating expenses. This value has come as the result of all expenses that are included in the category of operating expenses. Among the main expenses that occupy the largest part in the budget are:

1. Expenses for national and international activities, which include, in addition to the realization of the activities and participation in them, mandatory annual fees for membership in organizations.
2. Administrative expenses of the function, which mainly include office, utility, translation, maintenance, etc.

3. Expenses for printed materials, publications and Web management, an important place in which the annual web fees as a whole, my printing of membership cards and licenses, as well as informative materials for various activities.

In the fiscal year 2023, the expense item "capital depreciation" was recorded at ALL 291,692.00. The calculation of depreciation is presented at fair value and subsequently amortized using the Effective Interest Method, as determined by the Albanian Financial Reporting Standards (SKK), taking into account any impairment or losses incurred.

A summary table of income and expenses is presented below, detailed in items actual fiscal year 2023.



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Table 3 Summary of the Actual Budget 2023

Designation of Revenue	Total income
Membership fee income	568,175.00
Income from annual quotations	8,638,022.00
Revenue from licensing fees	5,600,195.00
Income from publications and publications	10,200.00
Income from the fee for Continuing Education	3,238,935.00
Income from membership certificates	59,493.00
Income from the Practical Training Evaluation Commission	543,099.00
Income from other training	1,275,015.00
Total income	19,933,134.00
Designation of Expenses	Total expenses
Expenses for wages and insurance	8,070,984.00
Royalty expenses	5,334,613.00
Total operating expenses	5,335,584.00
Total depreciation expense	291,692.00
Total annual expenses	19,032,873.00
The remainder for the following year	900,261.00

The actual budget for the year 2023 shows that we have a fragile balance between the collected income and the actual mandatory expenses for the operation of the institution during the year 2024. The financial balance of the year 2023 turns out to be in the amount of ALL 900,261.00 , not including the fund of emergency in the amount of 2,500,000 ALL.

In the framework of this actual preliminary budget realized at the end of 2023 by the Office of Finance, new financial policies of the National Council were undertaken in December 2023 for the change of quotas and fees with the aim of the functioning of the Order of Psychologists in fulfilling its mission.

During the year 2023, 2,560,005.00 ALL were collected for the training of the psychologist in law, which took place from November 03, 2023 to February 07, 2024.

Given that the training sessions spanned two different reporting periods, 2023 and 2024, this revenue has been recognized in the 2023 financial statements as deferred income, reflecting income for future periods. This ensures accurate financial reporting and compliance with accounting standards.

In the financial statements that will be prepared for the year 2024, this deferred income, as well as all the expenses incurred for it, will be presented as actual income and expenses for the year 2024.



6. OBJECTIVES ACHIEVED DURING 2023

- Continuation of the process of formalizing the practice of the profession, through increasing the number of psychologists registered as members of the Order.
- The continuous implementation of the Practical Training Assessment exams, as a prerequisite for participating in the State Exam.
- Realization of the State Exam in cooperation with the Educational Services Center.
- Realization of the credit recognition process for the category of psychologists who have completed the validity of their professional practice permit.
- Regulation of the profession through the psychologist's field of competence in all institutions through continuous cooperation.
- Strengthening the role of the psychologist in the field of Justice and providing continuing training for this category of psychologists according to the field of competence.
- The organization of the relicensing exam for the category of psychologists who had not managed to fulfill the number of credits needed to renew the Professional Practice Permit.
- The organization, in cooperation with international and local partners, of training cycles or open lectures, with the aim of training specialized psychologists for intervention in certain situations and problems.
- Increasing cooperation with the European Federation of Psychologists in order to increase professional standards.
- Completion of the report and finalization of the application to obtain the EuroPsy Certificate.



7. OBJECTIVES FOR 2024

The objectives that our institution intends to achieve throughout the year 2024 are:

- Continuation of the process of formalizing the practice of the profession, through increasing the number of psychologists registered as members of the Order.
- Continuous implementation of the Practical Training Assessment exams, as a prerequisite for participating in the state exam.
- Continuous implementation of the organization of the State Exam for psychologists through close cooperation with the Educational Services Center.
- Continuing to expand the network of local coordinators
- Continuation of the work for the regulation of the profession through the field of competence for all practicing psychologists.
- Providing continuous training for the category of psychologists for whom the market does not offer training, in order to fulfill the criteria of Continuing Education.
- Empowerment through information and awareness of psychologists, regarding the exercise of the psychologist profession within their areas of competence.
- Organization, in cooperation with international and local partners, of training cycles, with the aim of training specialized psychologists for intervention in certain situations and problems.
- Increasing cooperation with the European Federation of Psychologists and the American Psychological Association in order to increase professional standards.
- Realization for the first time in Albania of the Semester of Psychology of the European Federation of Associations of Psychologists.
- Increasing cooperation with the European Association of Work and Organizational Psychologists (EAWOP), aiming not only at the dignified representation of Albania but also at strengthening the role of work and organizational psychologists in our country.

