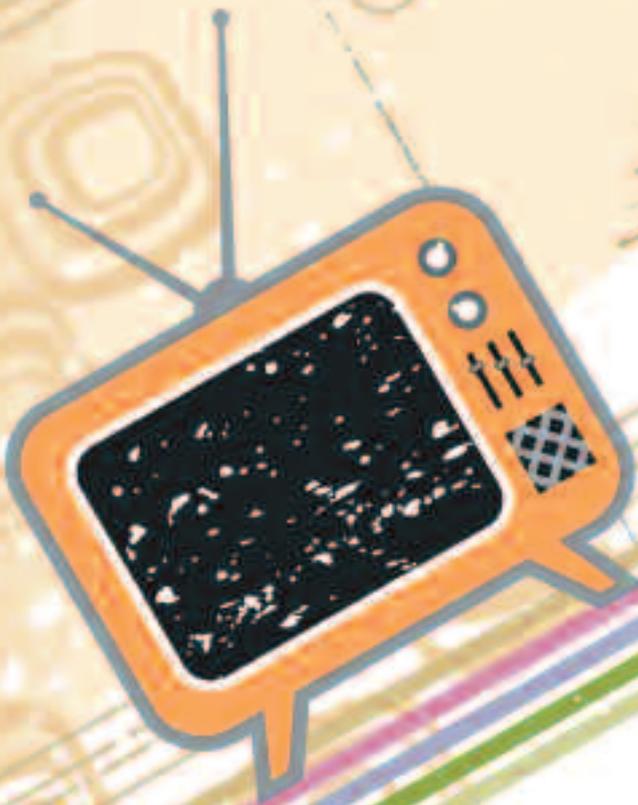




Cumann Síceolaithe Éireann

The Psychological Society of Ireland
Annual Report
2009 - 2010



2009 - 2010

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2009 - 2010

1. Council Reports

1.1 President's Report Dr. Niall Pender

Welcome to the 2009-2010 Annual Report. The Society is going through considerable changes at present and it has been an active and turbulent time. Last year Council of the PSI introduced a three year strategic plan to acknowledge the changes that were required and to recognise the enormous economic and professional challenges that were facing the Society over the coming years. Not least was the impact of statutory registration which is imminent and will, no doubt, force the Society to change its focus of operation substantially. However, while we remain focused on the primary aims of the Society, Council recognises that the current climate and challenges necessitate further goals and changes. The members of the Society have been busy implementing changes and modernising the Society. I will, therefore, discuss the developments from the perspective of our Strategic Plan which will give you all a flavour of the enormous activity with the PSI.

1. Promote Membership Of The Society

The first objective in the Strategic Plan co-incided with the primary aim of our Society, which is to promote and advance the discipline of Psychology. In order to complete this aim the Society must improve its membership numbers so that we have the necessary finances to manage daily tasks. The objectives in this task were around improving the experience of members and making the Society attractive to new members. A considerable amount of work has focused on this over the past year and thanks are due to all the office team. All aspects of the members' experience have been improved from joining to conferences, the IP was improved as was the range of benefits available to members. More CPD options have been offered and we are focusing on improving the IT infrastructure to enable better e-commerce on the site and allow members to pay for all memberships and events on line. The move to new accommodation has also been driven by the need to offer better facilities to members.

Further work in this area will involve special discounts for members at CPD events, developing partnerships with other organisations for the benefit of members as well as engagement with other national and international organisations. We have also been keen to develop the experience and services offered to undergraduates and new graduates to improve uptake in this area.

2. Support Psychological Practice

In this domain we wanted to develop aspects of professional development including accreditation, specialist membership categories, CPD development and promotion of research and psychological knowledge. This area has seen significant activity this year. We continued our accreditation processes for undergraduate and postgraduate courses and have improved these areas. With the advent of the statutory registration the PSI will no longer fulfil this role but we look forward to working with CORU to ensure that standards are maintained.

It has, however, been a very successful year for the promotion of psychology. Our 40th anniversary public lectures were very well received and we had full-houses for all events. The feedback was tremendous and we hope to repeat these events annually. Similarly the ISPA conference was a great success.

3. Support The Discipline And Profession Of Psychology

In this objective we wanted to develop the profile of and improve access to psychological knowledge in the PSI.

The Irish Psychologist (IP) changed substantially in 2010 and has been dramatically improved. A big thank you is due to the IP editorial team for their hard work. Furthermore, we have been negotiating with publishers for the Irish Journal of Psychology (IJP) which should improve the access and appearance of the Journal. We were delighted to welcome Dr. Suzanne Guerin who took over editorship of this journal in 2009. We hope that future volumes of the IJP will offer a great deal to members.

Dr. Katie Baird, our Director of Professional Development, has been campaigning to submit reports on behalf of the PSI to governmental and non-governmental organisations outlining the Society's position. Similarly, we have launched a number of PSI policy documents this year to improve access to psychological knowledge for psychologists. Finally, we have worked with our colleagues in the various media to improve the profile of the PSI to the general public, a task which will continue in future years.

4. Enhance The Profile And Standing Of The Profession Of Psychology In Ireland

Essentially this objective aimed to improve the public access to psychological knowledge. We are working towards full implementation of the recommendations of the PAGOTPUP report. We have employed an Events Manager and are developing a broad communications strategy. We would like to acknowledge the work of the ERP in this regard. Our public lecture series was very successful and we intend to have more public lectures and writings in the future.

5. Promote Human Well Being

In this objective we wanted to address aspects of human well through PSI activity. We have access to considerable knowledge which can benefit people and the popularity of our *Psychology Matters* lecture series is a testament to that.

We still want to utilise more of the website to promote knowledge in conjunction with our Divisions and SIGs but this is, to some extent, dependent on the IT infrastructure. We continue to promote equality and diversity and this is a core component of the Society's mission. We have worked with human rights organisations especially in relation to mental health services and promotion of mental well-being.

6. Improve Governance Of The Society

Governance of the Society is an important but often neglected area. We recognise the need to document and clarify all areas of governance of the Society which is important to cover our legal requirements. We are currently working on governance documents to cover Council and the office team as well as the requirements of Divisions, SIGs and standing committees. All have specific responsibilities in their own area and in relation to Council. We will be developing these areas in coming years to clarify issues such as reporting relationships, legal requirements of committees and financial accountability. This will improve all areas of Society functioning. This should be made much easier with the development of our integrated IT system.

7. Strengthen The Finances Of The Society

This remains a key goal of the Society and will be addressed in detail in the Honorary Treasurer's report. We have been focusing on the improvement of office systems, reducing costs and diversifying our income streams in the light of the statutory registration. We recognise the need to reduce dependency on membership fees for our main income. Following close consultation it was felt unwise to purchase a property and negotiations are underway for favourable terms to lease a new (and better) property for the Society which will enable better conference and meeting facilities, reduce costs and enable us to improve our income generation.

Summary

I hope that this has given you a flavour of the activity of the PSI over the past year. It has been a very busy yet successful year. We are facing uncertain times but Council has been actively preparing for these changes for some years. We need to continue to focus on our plans and encourage further member participation to ensure that we meet the needs of members, potential members and the public.

Council Attendance For The Year

(7 meetings were held):

Niall Pender (President)	7
Rosaleen McElvaney (Past President)	6
Mark Latimer (Honorary Secretary)	5
Patrick Holahan (Honorary Treasurer)	6
Mary Morrissey (President Elect)	7
Tara Murphy (Membership Secretary)	3
Eric Brady	6
Claire Donohue	4
Michael Drumm	7
Paul Gilligan	0
Aoife Martin	6
Liz Nixon	6
Paul O'Donoghue	1
Brendan Rooney	6
Ladislav Timulak	4
Maurice Ward	6

1.2 Honorary Secretary's Report

During my term as Honorary Secretary I have been privileged to participate in a variety of roles within the Society. It has been an interesting year, which has presented interesting challenges and opportunities.

On behalf of Council and the membership, I would like to thank the Society's staff members for their commitment, integrity and ongoing work over the year. There have been many developments during the year. The most recent of which has been our Director of Operations, Katherine Venier, leaving the Society and moving on to a new position. Katherine brought energy, innovation and drive to a relatively newly created post. She was able to instigate and, supported by the staff, implement many of the positive changes that have occurred within the Society. We wish Katherine well in her new venture and thank her for her contribution. We hope to fill this role in the near future and thanks in advance to: Dr. Katie Baird, Director of Professional Development; Shaun Adams, Senior Administrator; Olga Dekina, Membership Officer; Niamh O' Byrne, Assistant to the Director of Professional Development; and Lisa Stafford, Events Manager, for their flexibility and good will while a new Director of Operations is recruited. It is these staff that we as members rely on to ensure the smooth running of the Society, providing a professional positive interface for both members and external bodies. While providing their essential roles, we as a body will also be asking the staff to coordinate and implement new changes. For example, in the very near future the Society will be moving on from CX House to new premises. This, combined with changes in our web presence, links with other Psychological societies, and improved IT structure, will enable us to further the aims of the Society in representing the professional body of psychologists in Ireland.

As Honorary Secretary I have had some involvement with the Board of Professional Conduct. While my involvement due to circumstances has not been to a level I would have desired, I was able to witness members and non-members give their time, expertise, and professionalism. The Board not only deals with complainants, but fulfil a vital role in the continuing development of professional practice for the profession. On behalf of Council and the Membership I would like to thank the Board for their ongoing contribution and in particular the non-psychologist members of the Board.

PSI continues to grow in all aspects, and is a reflection of the issues that members face. The Society has been active in producing practice guidelines in response to the stated needs of members. As a Society we have had to, and will have to continue to, adapt and evolve to take account of new challenges in the upcoming years, particularly in relation to Statutory Registration. CORU will, on a statutory basis, take over areas that previously have been part of the role of the Society (Registration, CPD, Fitness to Practice). The Society's strategic

review has given us a basis for moving forward. I am pleased to have been involved in a sub-group of Council that has resulted in the setting up of a Working Group to specially attend to the many issues and changes that will have to be confronted in order to continue to strengthen and develop the profession of psychology in Ireland. This process will require the whole Society (individual members and groups) to respond and define the future shape of the PSI. During this climate of change the Society, through the efforts of its members and staff, continues to provide services to assure the quality of psychology courses and training within the state and, in conjunction with the DoHC, the validation of qualifications from outside the state.

I would like to also thank those members who give of their time to represent the Society and profession on many external bodies, committees, and organisations. PSI is represented not only at home in Ireland but also internationally (European Federation of Psychologists' Associations, EFPA).

In my term as Honorary Secretary I have had the opportunity to observe and be involved with the Special Interest Groups and Divisions within the Society. On behalf of Council and the Membership, I would like to thank these groups and the involved members who invest their time, expertise, and energy in hugely contributing to the continuing development of the Society and profession.

I would like to end by saying that the Psychological Society of Ireland continues to change and evolve to meet the needs of its members and the profession; it is only through the many voluntary actions of members that this process continues. I would encourage all members to give of their time and expertise at all levels of the Society to meet the daily and upcoming challenges.

Mark A. Latimer

1.3 Membership Secretary's Report Tara Murphy

This is the second report from the current Membership Secretary. The year July 2009 to Oct 2010 continued to see a significant increase in the number of members applying for Registered Membership which was anticipated given the introduction of the new Registration Guidelines in June '09. Interestingly (and unfortunately) this also coincided with a considerable decrease in the number of applicants for Graduate Membership. Many of the applicants for Registered Membership in '08-'09 came primarily from existing Graduate Members which accounts for the large numbers being reported in previous reports. The following table provides a breakdown of figures for the various categories over the last three years.

Student Subscribers (SS): The number of SS doubled over the last year due to several key events and activities organised by the Student Affairs Group (SAG). For example, the SAG organised stands at both PSI's Annual Undergraduate Careers Event in NUI Maynooth in February followed by the Annual Congress of Psychology Students in Ireland in the University of Ulster in April. These events, in conjunction with a series of non-fee paying skills workshops, attracted a large number of new subscribers to the organisation which is very encouraging and which we need to build on! Well done SAG for your continued hard work!

Graduate Members (GM): The total number of GM is currently 1297. The number of applicants for Graduate Membership fell from 270 in 2008 to 160 in 2009 which is disappointing and PSI, along with the MQRC, will be keeping a close eye on the figures over the next year.

Registered Members (RM): The total number of RM is 866 which is an increase of 16%. Such an increase is consistent with large gains in this category over the last two years. In conclusion, the rise in student subscribership is extremely encouraging and PSI will continue to work closely with the SAG to increase this. In contrast, the fall in Graduate Members is a concern and may reflect current economic circumstances and job security.

Associate Fellows (AF): The total number of Associate Fellows is currently 298, up from 295 last year, indicating a small increase of less than 1% in this grade of membership. Given the size of the organisation, one might expect to see a larger number of Associate Fellows and Fellows. It may be that there is a rise in the number of Associate Fellows over the next few years as a direct result of the large intake of Registered Members. I would like to take this opportunity to remind readers that Associate Fellowship is open to all Graduate Members with at least four years experience in the field of psychology (see PSI website for further details). So watch this space!

Fellows (F): The total number of Fellows is currently 42, up one from 41 last year. Please consider an application for Fellowship for yourself or nomination of another member, if you believe that the eligibility criteria are met (see PSI website for further details).

Members who have any questions about their membership should go to www.psihq.ie/about_membership.asp for more information.

Table 1 Membership by Category

Membership type	Apr '07- Apr '08	May '08 - June '09	July '09 - Oct '10
Students Subscribers	234	126	217
Graduate Members	2100	1360	1297
Registered Members	663*	744	866
Associate Fellows*	289	295	298
Fellows*	41	41	42
TOTAL MEMBERS	2,100	2,104	2,163

* These numbers are included in Graduate Member numbers above. In 2007-2008 the Registered Members were included in the Graduate Member number. This is now shown separately.

1.4 Staff Reports

1.4.1 Director Of Professional Development Dr. Katie Baird

1. Introduction

I am very happy to report to members on the activities and accomplishments of the Office of the Director of Professional Development (DPD) for the past year. The post of Director of Professional Development has several roles and responsibilities. I will detail these below, and outline the major accomplishments and ongoing projects for each area of responsibility.

2. Accreditation

The accreditation of undergraduate and postgraduate courses is an important part of PSI's role in developing and maintaining high standards for our profession. The DPD is responsible for overseeing the accreditation of postgraduate professional courses. During the past year, the DPD coordinated several key activities in the area of accreditation.

2.1 New Guidelines

Early in 2010, the new Accreditation Criteria for Postgraduate Professional Training in Educational Psychology were completed by the working group and approved by PSI Council. These guidelines can be viewed at http://www.psihq.ie/accred_Post-GradGuide.asp. The completion of these guidelines brought to an end the Society's review of accreditation guidelines for postgraduate professional training. This review resulted in revised and updated accreditation guidelines for programmes in Clinical, Counselling, Health, Educational and Work and Organisational Psychology. All guidelines can be viewed on the webpage noted above. I would like to thank all of the members who contributed to the development of new guidelines.

2.2 Accreditation Of Courses

Please see the report of the Undergraduate Accreditation Committee for information relating to undergraduate courses in Psychology accredited by PSI during 2009 - 2010.

The DPD serves as Executive Officer to accreditation panels for postgraduate courses. This involves ensuring that the PSI (2008) Policy on Accreditation is followed, liaising between courses and accreditation panels, liaising between accreditation panels and Council, organising accreditation visits and coordinating all other activities related to the accreditation of postgraduate courses.

During the past year, the following courses were awarded accreditation by PSI:

2.2.1 The Professional Doctorate in Counselling Psychology at Trinity College Dublin was awarded Provisional Approval in September of 2009;

2.2.2 The DPsychSc in Clinical Psychology at University College Dublin was awarded Provisional Accreditation until February 2011;

2.2.3 The DPsychSc in Clinical Psychology at the National University of Ireland, Galway was awarded Full Accreditation for all cohorts beginning the course between September 2010 and September 2015;

2.2.4 The M.Sc. in Work and Organisational Psychology at the Kemmy Business School, University of Limerick was awarded Full Accreditation for all cohorts beginning the course between November 2010 and November 2013.

I would like to extend my sincere thanks to all of those members who served on accreditation panels. Your work is a very important part of our ongoing quality assurance efforts and a service to PSI and our profession. I would also like to thank those external members of panels who contributed to the accreditation of Irish postgraduate courses.

3. Continuing Professional Development

The DPD is responsible for implementing and managing the Society's CPD policy. This includes reviewing applications for CPD credits, liaising with Divisions and other groups about CPD, responding to members of the Society with queries about CPD and continuously evaluating and improving our CPD procedures. I am assisted in this by Shaun Adams, Senior Administrator in PSI.

3.1 CPD Audit

The second CPD cycle ended 31st December 2009. Registered members of the Society were required to submit CPD logs demonstrating that they completed 120 hours of CPD over the three year cycle, or an average of 40 hours per year. As of 31st January 2010, the original deadline for the 2007 – 2009 CPD cycle, 45% of Registered members had submitted logs. In an effort to be facilitative, Council extended the deadline to 30th April 2010. At the end of this deadline, 84% of Registered members had submitted logs. Council then implemented the CPD Policy on Non-Compliance with CPD, which resulted in the membership status of those remaining Registered members being regraded to Graduate membership. An appeal process followed and has now closed. It is very important for all Registered members to keep themselves up-to-date with PSI policies and to keep their CPD logs updated throughout the

cycle in order to ensure that their practice with respect to CPD meets the standards as voted in by the membership of PSI.

3.2 This year, in addition to the many face-to-face CPD opportunities available to members, the PSI entered into an agreement with the American Psychological Association (APA) whereby all APA distance learning programmes from their Continuing Education (CE) portfolio are available to PSI members at the APA member discounted rate. Under the agreement, APA will return 20% of the revenue from the sale of these products to PSI. It will then be re-invested in other CPD opportunities for members.

4. Society Registration

During the year each Division was asked to undertake an audit of its membership in preparation for the introduction of Specialist Registration. Specialist Registration Certificates have been issued for members of Divisions who were able to complete the audit and associated administrative tasks related to this.

5. Expert Validation Committee

The DPD has the role of chairing the Expert Validation Committee (EVC). Please see the EVC's submission to this Annual Report.

6. Psychometrics And The Psi Working Group On Psychometric Testing

A new working group was formed to advise Council on matters related to psychometric testing. The working group is chaired by the DPD. The group met one time during the year and is in the process of agreeing Terms of Reference for its work.

7. Policy Development

7.1 Council established the Working Group on Confidentiality and Record Keeping in late 2009. The group began meeting in January 2010 and has as its aim the production of a set of guidelines for psychologists. The working group also aims to recommend a policy on confidentiality and record keeping to PSI Council.

7.2 EQUiP, the PSI Working Group on Equality and Inclusive Practice, continued to work toward a more inclusive culture and practice of psychology in Ireland. This group, who together with the former DPD, Dr. Joseph Duffy, brought about our Policy on Equality and Inclusive Practice, has this year focused on the development of a strategic plan to embed the policy into psychology education, training, practice and research in Ireland.

7.3 The DPD also collaborated with other members of the Society to write submissions to the Government and NGOs. This activity ensures that the Society is able to contribute on a societal level and that the contributions of psychology and psychologists are recognised. Since May 2009, PSI has made submissions to the following:

7.3.1 Office of the Minister for Children and Youth Affairs, on the Recommendations of the Commission On Child Abuse [Ryan] Report;

7.3.2 An Garda Síochána, on the Garda Síochána Strategy for Older People;

7.3.3 An Garda Síochána Expert Group to Examine the Adequacy of Garda Protocols and Procedures Regarding the Assessment of the Fitness of Suspects to be Interviewed Arising from the Dean Lyons Case;

7.3.4 Department of Health and Children (DoHC), on their Organisational Review Programme;

7.3.5 Office for Older People, DoHC, on the National Positive Ageing Strategy;

7.3.6 Health Service Executive (HSE) on the draft Care Safe Standards;

7.3.7 Amnesty International, on the Manifesto of the Children's Mental Health Coalition;

7.3.8 Hospice Friendly Hospitals, Irish Hospice Foundation, on the Draft Quality Standards for End of Life Care in Hospitals;

7.3.9 National Office for Suicide Prevention, on the National Model for Mental Health Promotion/Suicide Prevention in Post-Primary Schools;

7.3.10 Health and Social Care Professionals Council (CORU) on the Common Code of Ethics for Professionals and the draft Education Standards.

Each of these submissions was written in consultation with PSI Council and members of the Society. I would like to thank all of you who contributed to this important work.

8. Meeting Member's Needs / Development of Profession

8.1 40th Anniversary Committee

The DPD was a member of the planning committee for the 40th anniversary public lecture series and assisted with preparation of the PSI's (2010) *40 (Practical) tips for mental health, well-being and prosperity*.

8.2 The DPD receives comments and queries from members on a daily basis and makes every attempt to provide timely responses.

8.3 The DPD represents PSI at meetings and events. It has been a busy and productive year and I would like to once again thank all of the volunteers without whom the work of the Society could not be done. I would like to thank my colleagues in PSI: Shaun Adams, Niamh O'Byrne, Olga Dekina and Lisa Stafford. You are all to be commended for your fortitude and patience. I would also like to thank Niall Pender for the support he has provided throughout the year. Finally, it is with sadness that I acknowledge the resignation of Katherine Venier, Director of Operations. Kath's contribution to PSI, although evident now, will only be fully appreciated in the years to come. Her vision, drive and sense of humour will be greatly missed.

1.4.2 Director Of Operations Katherine Venier

1. Property

In 2008, Council took a decision to move from our current premises, CX House, and seek more suitable premises, that would allow the Society to offer meeting and training rooms to our members. In 2009, PSI set out exploring the possibility of sharing offices with the other 11 Health & Social Care Professions that will soon find themselves regulated by the State Regulator. Consultations with the other bodies took place from October 2009 – May 2010, and the conclusion was that it would not be possible at this stage, to share premises with the other Health & Social Care Professional bodies.

Advice was sought to help the Society choose between leasing and buying, given current market conditions. Leasing, in the current climate, and most likely for the next 5 years was determined to be the best option. An extensive property search was undertaken during the year, with key criteria such as access to public transport, access for people with disabilities and value for money considered.

PSI is in the final stages of agreeing a lease on wonderful new premises. The new offices will have a training room and board room as well as a 'break-out' space / coffee area. Our aim is to create a modern, fresh, welcoming environment to all our

members, so that as many of our members' meetings and training events can take place at our office.

2. Information Communication Technologies

2.1 Membership Database

The last year has seen considerable effort invested in researching the best possible option for PSI to upgrade its membership database. In June 2010, Council approved a budget for the implementation of an Integrated Membership Management System (IMMS). What this will provide members with is a one stop portal where the following would be possible

- Online: Updating of personal details;
- Payment of fees;
- Event booking;
- Continuous Professional Development;
- Surveys.

We expect to appoint a provider by November, and expect the project to take about 6 months before members see the final product.

This marks a significant step for the Society, where technology has not traditionally been seen as an enabler for members. I think the new IMMS, once implemented, will give members greater control over the information the Society has about them, but also provide a platform for members, Council Committees and Boards, Divisions, Special Interest Groups and Working Groups to interact amongst themselves and with each other.

2.2 Websites

Members will have noticed that the 2009 and 2010 conference booking website marked a radical shift in design and functionality from our current www.psihq.ie website. We also set up a payment gateway for members to pay with a credit card in 2010, and this will be offered again in 2011.

2.3 Find A Psychologist

<http://www.psychologicalsociety.ie/find-a-psychologist/>
The find a psychologist tool was re-launched in August 2010. Again, this website incorporates a new look for the Society, and provides valuable information for the public. We currently only have 323 of our 866 Registered Members appearing on the Find A Psychologist. The search criteria now allow for search by specialisation, and the public can look for registered clinical, counselling, educational and work & organisational psychologists. Additional criteria for the search functionality will be added when we re-launch the PSI website.

Once the IMMS is in place, we will bring together the payment gateway, conference booking and Find A Psychologist onto one website.

3. Membership Benefits

Over the last two years we have introduced a number of membership benefits. The Association for Psychological Science gave all PSI members free membership to their Society for 2 years (2009 and 2010). This was an excellent offer and made print and online materials available, for free, to our members.

Excellent insurance rates (home and car) are offered through Glennons.

We recently partnered with PayLessTax. We think this provides excellent value to members, especially self employed members or members with 2 (or more) sources of income. It is an easy to use online system that assists users to complete an online tax return. It is free to PAYE employees, and at a very reasonable rate to self-employed people.

4. Membership Fees

In 2009, and 2010, we put considerable effort into recovering all membership fees due to the Society. At the same time, we have also tried to make it as easy as possible to pay fees, by whatever method suits members the most. The payment gateway allows people to pay online with laser or credit card. Our direct debit system now gives members the choice of paying this fee entirely in a once-off payment in January, or splitting the payment into two, with a payment in March and another one in September. The results of the effort put into recovering all membership fees are evident in the financial report (at the back of the Annual Report).

The Society is in a healthy financial position, which is enabling Council to take important decisions about the future of the Society, such as moving to new premises and investing in IT infrastructure that will serve its members.

5. Publications

5.1 Irish Psychologist

Last year, as part of a review of service providers to the Society and offerings to members, we reviewed our contracts with the design and print companies we were working with. The Society invited new designers and tenders to make proposals to us, in an attempt to achieve value for money for the Society. As part of this process, a new company was contracted to work with the Irish Psychologist editorial team, to present a new, full colour magazine. The result was the re-launched Irish Psychologist, which members will now be familiar with.

5.2 European Psychologist

Significant delays with the Irish Journal of Psychology led Council to approve the purchase and distribution of the European Psychologist to Registered and Graduate Members in 2009.

5.3 Irish Journal Of Psychology

Last year saw the print and distribution of Volume 28 (2007). In 2010 members will have received Volume 29 (2009) and Volume 30 (2009). We expect to have Vol 31 (2010) out by the end of this calendar year.

Next year also marks a new chapter for the Journal. The Society has reached agreement with Taylor Francis (better known for its division Psychology Press) to manage the Society's journal from 2011 onwards. We expect this partnership to increase our global reach, but also ensure that adequate support is in place for the Editorial team to ensure consistent, quality publication of the journal.

6. Trade Mark

The Psychological Society of Ireland has now successfully registered its name and logo as a trade mark in Ireland, in a variety of Trade Mark classes (e.g. training, publications, accreditation, provision of professional services, professional body).

7. Events

This year the Society hosted a 40th anniversary lecture series titled *Psychology Matters*. The events were attended by members of the public as well as PSI members, and were a great success. This year also saw PSI co-hosting the International School Psychologists Association (ISPA) annual conference with Northern Ireland British Psychological Society (NIBPS). Again, this event was remarkably successful, attracting around 500 delegates from 35 countries. The conference also made a modest surplus for the Society.

8. The future

I wish PSI every success in your future. While statutory regulation may pose some challenges in the future, I think it also offers the Society a unique opportunity to re-focus on its role as a professional body. I am confident that the physical and IT infrastructure that you will see in 2011 will enable the Society to continue to build its membership and offer increasing value to its members.

Thank you to my colleagues in the office, who made the load lighter. I really enjoyed working with you. Thank you also to Council for having the vision and courage to make brave decisions which have set the Society on a new path of expansion and professionalism.

1.5 Boards And Committees

Council Committees

1.5.1 Annual Conference Committee

The 2009, and 39th annual conference took place in White's Hotel, Wexford, from 5–8 November. Even in these straitened times, where we feared there might be a reluctance for folk to lavish financial outlay towards conference attendance, there was, thankfully, a very full programme. It required five parallel sessions in order to accommodate the wealth and range of individual papers, posters, symposia and workshops that were submitted for inclusion. Almost all of the submissions were able to be allocated time slots that made for reasonably coherent thematic sessions. It was particularly good to see a large number of symposia across the range of applied and professional psychology. The themes in these sessions make for a valuable and truly educative experience.

Included, of course, among the regular sessions were the major keynote addresses and Presidential Lecture. The first keynote was given by Professor Barbara Wilson on memory and rehabilitation, and this was kindly sponsored by the Division of Neuropsychology. Following the Presidential Address, a Society meeting heard Ginny Hanrahan, the CEO of the Health and Social Care Professionals Council (HSCPC), give a presentation on statutory registration and the establishment of the State Registration Boards – a subject and range of issues of concern to us all. Professor Gisli Gudjonsson presented the Presidential Lecture on disputed confessions and expert psychological testimony, and Saturday's keynote address saw Professor Zenobia Nadirshaw talk on issues of diversity, race, and culture in psychology. A very eminent and high-quality line-up. Increasingly, the conference is also becoming the preferred venue for meetings of many of the Divisions and Special Interest Groups within the society.

Gratitude is certainly proffered to all those who helped to make this very well attended and enjoyable event happen so seemingly smoothly. In particular, I would like to thank the Conference Support Team, who displayed excellent motivation, initiative, and enthusiasm, and the PSI office staff, who were invaluable in ensuring that the administrative aspects of conference management ran without any crises. The hotel staff and management were particularly helpful, and very easy to deal with; they met our demands and more without hesitation or complaint. Moreover, thanks must be given to the presenters and delegates, the essential elements of such a successful conference.

Tim Trimble
Secretary to the Conference Committee

1.5.2 Board Of Professional Conduct

The primary responsibility of the Board of Professional Conduct is to investigate complaints against members of the Psychological Society of Ireland in accordance with the Code of Professional Ethics and Memorandum and Articles of Association of the Society and to advise the Council on matters relating to professional conduct. In addition, the Board engages in a continuous improvement process to ensure that its procedures are fair and transparent. It is important to acknowledge the crucial contribution that the non-psychologist members have made to the Board in fulfilling its responsibilities. They play an active role in investigating complaints and in assisting the Board in carrying out and improving its role.

During the year, eleven potential complaints against members of the Society were received. The Board was unable to act in seven of these as they involved ongoing legal proceedings. Thus, four complaints were reviewed by the Board. In one case it was determined that the psychologist concerned was not a member of the organisation at the time relevant to the complaint and after legal opinion it was decided not to proceed. In three cases an investigatory pair process was initiated. In one case no case was established. Two investigations were ongoing at the end of the year. One complaint originally initiated in 2008 progressed to a full panel hearing which found that there was no case to answer on the basis of insufficient evidence. A further case that been in abeyance since 1999, because it was the subject of legal proceedings, was closed.

As part of its continuous improvement programme the Board established a working group to review and revise the Board's procedures for transitioning cases from the Investigatory Pair process to the Panel Hearing process. The revised procedures were integrated into the handbook for Board members. The handbook was also comprehensively revised to bring it into line with changes to the Memorandum and Articles of Association approved at the previous Annual General Meeting of the Society.

As part of its responsibility to provide advice to Council, the Board contributed to the Society's response to statutory registration and in particular to the content of the proposed Health and Social Care Professionals Council Rules of Professional Conduct.

The need for support and advice on the part of psychologists who were experiencing ethical dilemmas or who were involved in an investigatory process was identified as an important issue. It is clear that members of the Board are not in a position to give such advice as it could lead to a conflict of interest at a later stage if the query ever resulted in a complaint. The Board explored the possibility of establishing an advisory panel of experienced members of the Society, who had previously

served on the Board. A consultation with past members was carried out to gather their views on the concept and to assess their willingness to participate. While the general view was that some type of advice mechanism is desirable, a number of barriers to establishing an advisory panel were identified, the most challenging of which was the potential risk that members of the panel would be held liable for their advice. It was recommended that the Society seek a legal opinion before progressing with this proposal. This is work in progress as a service of this type to members could be very valuable with the initiation of the statutory registration process for psychologists. It is intended to review the way in which other associations fulfil this role for their members and to report back to the Board.

Finally, the Board carried out a comprehensive review and consultation on the governance issues that arise in the process that ensues once a Panel established by the Board of Professional Conduct to hear a complaint has reached a decision. This resulted in a strong recommendation to Council that the current procedures need to be changed. With the agreement of Council a motion to this effect has been developed and will be submitted to the next Annual General Meeting.

The Board welcomed Bernie Fay, and Mark Latimer as new members. The Board also benefited from the administrative skills of Niamh O'Byrne, who has provided excellent administrative support to the Board. It was with regret that the Board lost the services of Antoin Boyd.

1.5.3 Expert Validation Committee

The Expert Validation Committee (EVC), on behalf of PSI, advises the Department of Health and Children (DoHC) about qualifications necessary to work as a psychologist in the public sector in Ireland. The EVC was established in March 2008. Prior to that time, applications for validation of qualifications obtained abroad were processed by the Membership, Qualifications and Registration Committee (MQRC).

From May 2009 to September 2010, the EVC received 24 new applications and continued to process applications that had been received in previous years but were as yet not approved for validation. This can occur if the committee needs to request additional information in order to process an application, or if an applicant needs to complete a period of adaptation. Applicants from EU / EEA countries are entitled to pursue a period of adaptation if their scope of practice is similar to that of an Irish psychologist in the same specialism. Currently there are 51 applications in process.

The EVC met 9 times from May 2009 to September 2010. This year, with the approval of PSI Council and in consultation with the Validation Unit in the DoHC, the EVC implemented a procedure for administrative appeal of its decisions. To date, 2 applicants have availed of the opportunity for an administrative appeal. This appeal provides for an independent, unbiased review of an appellant's file by a subcommittee of the EVC consisting of members different to those who originally reviewed the file. This allows applicants to receive a review of the committee's decision without taking a case to the High Court. The administrative appeal procedure was launched last September and is currently being reviewed.

The members of the EVC work diligently to scrutinise each application on an individual basis. The members of the EVC are:

Suzanne Allen	Marieva Coughlan
Sinead Fitzgerald	Sharon Hardiman
David Hevey	Rita Honan
Billy Kinsella	Gerard Perry
Mark Smith	Andre van Rensberg
Laco Timulak	Katie Baird (Chair)

The EVC is assisted in its work by Niamh O'Byrne, Administrator in PSI, who liaises with the Validation Unit in the Department of Health and Children and provides administrative support to the committee. I would like to thank Niamh and all the committee members for volunteering their time and expertise to the EVC.

Dr. Katie Baird, Chair of the EVC
Director of Professional Development

1.5.4 Membership, Qualifications And Registration Committee

The members of the Committee during 2009 were:

Damian Davy, Minutes Secretary
Jacqueline Horan from October 2009
Margaret McGinley, Chair
Aoife Moran
Tara Murphy, Membership Secretary
Nicky O'Leary
Carmel O'Neill
Elisabetta Petitbon
Kieran Sweeney, June to October 2009
Thomas Waldmann

During 2009, the Committee considered applications for graduate membership, registered membership, and associate fellowship of the Society. MQRC make recommendations to Council for these categories of membership.

Applications and queries are attended to promptly and this is greatly facilitated through the assistance of the administration office staff.

At the Society's EGM held in November 2008, a number of changes to the PSI voluntary registration system were decided upon by the PSI members. These changes were incorporated into new Registration Guidelines for PSI Registration from 31 May 2009. The implementation of the 2009 Conditional Register as of 31 May 2009, was also completed through the MQRC and the PSI office during 2009. This process entailed a major input from the Committee and the PSI Office, and resulted in a very busy year.

Following the Committee's experience with the new registration guidelines and applications during 2009, the Guidelines for PSI Registration and the Application Scrutiny Form have been further revised in early 2010, so as to clarify the application process for members.

The MQRC Committee met nine times during 2009. It considered the following numbers of applications, the numbers for 2008, 2007 and 2006 are also given:

2009	2008	2007	2006	
160	270	192	215	applications for graduate membership
50	50	101	74	membership resumed/lapsed members
184	54	62	54	applications for registered membership
3	6	11	3	applications for associate fellowship

The closing date for the 2009 Conditional Register was 31 May 2009. There were over fifty applications and the MQRC processed these during their summer meetings of 2009, again these applications required considerable input from the Committee. The MQRC was greatly helped by Shaun Adams, PSI Senior Administrator, both in regard to the implementation of the Conditional Register and the increased volume of Registration applications during 2009.

During 2010, the MQRC have continued to attend to applications for graduate membership, registered membership, and associate fellowship of the Society. The formal MQRC meetings are preceded by a preparatory working group where the applications are examined in detail ready for the formal meeting. The MQRC then completes the process and all necessary correspondence in a timely manner.

I would like to pay tribute to all the above named members of the Committee who have contributed their skills and dedication to the work of MQRC, not just during 2009, but for several years. The Divisions in the Society have continued to nominate members to MQRC and the Committee has thus been able to draw on a wide range of expertise, which has been invaluable. The past calendar year of 2009 was an exceptionally busy one due to the changes in the registration process and all of the committee met the challenges with renewed vigour.

The MQRC have been ably supported by the PSI staff: Niamh O'Byrne and Olga Dekina in regard to the Graduate Membership area; and by Shaun Adams in regard to the Registration area. The Administration Staff support has greatly improved the efficiency and turn around time for applications.

The Committee wish to thank Katie Baird, PSI Director of Professional Development, for her support and advice in regard to Registration during 2009. MQRC thank Katherine Venier, Director of Operations for her guidance. We wish to thank the PSI Council for their support, especially the Membership Secretary, Tara Murphy, who liaises between MQRC and PSI Council.

Margaret McGinley, Chair

1.6 Public Relations

1.6.1 External Relations Panel Ruth Mullally (Chair Of The External Relations Panel)

The aim of the External Relations Panel (ERP) is to aid the Society in the promotion of psychology to the general public. This is achieved through our various activities which include: promotion of the Annual Conference through the media; organising a Careers Event for psychology students; media training and promoting psychology to students, career guidance teachers and senior colleges.

There was much interest in the Psychological Society of Ireland's Annual Conference in Whites Hotel, Wexford (5th – 8th November 2009), with representation from national press throughout the four days of the conference. There was coverage of the conference both during and after the event with articles appearing in mainly *The Irish Times*, *The Sunday Times* and *The Irish Examiner*. The themes that journalists picked up on this year included: bullying from texts to websites; abuse survivors lives transformed with counseling; how women's body image has changed from the 1950s to today; implicit hunger and obesity; breast reduction; how parent's attitude can affect children's eating habits; and the therapeutic benefits of nature. "Parent's attitude to eating" was on the front page of the Health Supplement in the Irish Times and "Changes on body image from the 1950s" was the second most read article on-line. With a dedicated press room, ERP was able to facilitate on-site interviews with journalists. A lot of work went into the media campaign which was a great success with extensive media coverage this year with readership figures coming to over 2,611,000 and this does not include on-line figures.

Based on the positive feedback and suggestions from last years Media Workshop at the PSI Conference, ERP ran another practical CPD workshop for Society members interested in becoming more skilled in dealing with, and talking to members of the media which was entitled "Publish or Perish? A guide to getting your findings out there". Brendan Rooney and Conor O'Malley from the External Relations Panel outlined what information the media usually publish and how to go about writing press releases. Following this, Dr. Eilis Hennessy Head of the School of Psychology in UCD and past editor of the Irish Journal of Psychology, gave an engaging presentation in relation to getting findings published in a peer-reviewed journal. Dr. Suzanne Guerin, member of the Irish Psychologist's editorial team, spoke about alternative pathways to publication, including writing for the IP. The workshop also included tips and possible expectations for publishing a book using the personal experience of Sophie Rowan, organisational psychologist and partner at Pinpoint career management specialists, and author of the book entitled "Happy at Work: 10 Steps to Ultimate

Satisfaction". It was attended by over 40 people and feedback from the workshop was very positive. Thanks to Brendan Rooney and Conor O'Malley who took on the role of running this event and to the guest speakers, Dr. Eilis Hennessy, Dr. Suzanne Guerin and Sophie Rowan.

ERP had a number of face-to-face meetings and teleconferences with NIBPS in organisation of the Careers Event which took place in NUI Maynooth on the 27th of February. This event is aimed at 2nd and final year students of psychology and was a resounding success being attended by over 300 students. Presentations covered a wide range of psychology sub-divisions and provided detailed information on both training and career opportunities in Ireland and Northern Ireland. The main areas covered looked at What to Do with Your Psychology Degree and then the various Disciplines in Psychology such as: Educational Psychology; Organisational Psychology; Sport Psychology; Health Psychology; Counselling Psychology; Research; Clinical Psychology; and Forensic Psychology. The keynote speaker at this years event was Dr. Ray Glennon of SHL, who delivered an engaging lecture on the topic of graduate recruitment, the use of psychometric questionnaires in the selection and recruitment process, the application process and 'selling yourself' in the interview and recruitment process. Society, Divisions, SIGs and academic institutions were invited to host stands at the event and this added positively to the experience of students. Thanks to Pauline Cummins who liaised with NIBPS in organising this event.

ERP regularly writeS for the Irish Psychologist and has had various articles published including a write up on the Annual Conference Coverage and the Joint Careers Event in February. We also respond to requests from PSI members in relation to writing up press releases and also provide on-going support and advice for members in dealing with the media.

Apart from work within ERP, ERP is active on other committee where their input is valued. ERP has a representative on the 40th Anniversary Committee and Council.

ERP has lots of plans for this year. The 40th Annual Psychological Society of Ireland Conference will take place in the Sheraton Hotel in Athlone from the 11th – 14th November 2010; with work of ERP beginning in August analysing abstracts and writing press releases. The Joint Careers Event is due to take place next February in conjunction with NIBPS.

There have been a few changes in the ERP Committee since last year. Both Conor McGuckin and Conor O'Malley stood down from the committee after many years of being involved on the committee. Conor McGuckin held the role of joint Honorary Secretary for a number of years and always offered very sagely advice. Conor O'Malley always brought great energy and enthusiasm to every task ERP was involved in and was especially

instrumental in organising very successful media workshops at the conference. We would like to thank both the Conors for all their hard work and wish them well in the future. ERP Committee members are: Ruth Mullally (Chairperson), Pauline Cummins and Brendan Rooney

ERP would like to acknowledge the ongoing support offered by the Society with special thanks to PSI President Niall Pender, Katherine Venier (Director of Operations) and all the office staff. ERP is grateful for the continued availability and support from previous Panel members throughout 2009 and 2010, and in particular to Conor McGuckin and Conor O'Malley for all their help throughout the years.

1.6.2 Irish Journal Of Psychology

Following the end of Dr. Christopher Lewis's editorship of The Irish Journal of Psychology, Dr. Suzanne Guerin of the UCD School of Psychology was appointed to the position of Editor by PSI Council. Dr. Gemma Kiernan of the DCU School of Nursing joined the editorial team as Assistant Editor. Dr. Caoilte Ó Ciardha is the Editorial Assistant on the journal team.

The following individuals have agreed to join the Editorial Board of the IJP:

- Dr. Sean Commins, School of Psychology, National University of Ireland, Maynooth;
- Dr. Philip Dodd – St Michael's House & School of Medicine, RCSI;
- Dr. Derek Dorris – School of Psychology, University College Cork;
- Dr. Frank Doyle, Department of Psychology, Royal College of Surgeons in Ireland;
- Dr. Suzanne Egan, Department of Psychology, Mary Immaculate College;
- Prof. Colin Feltham, Faculty of Development and Society, Sheffield Halam University;
- Dr. Pamela Gallagher, School of Nursing, Dublin City University;
- Dr. Michael Gormley, School of Psychology, Trinity College Dublin;
- Dr. John McEvoy – Midway Services & School of Nursing, Dundalk Institute of Technology;
- Dr. Brian McGuire, School of Psychology, National University of Ireland, Galway;
- Dr. Conor McGuckin, School of Education, Trinity College Dublin;
- Prof. Mark Morgan, Education Department, St. Patrick's College;
- Dr. Elizabeth Nixon, School of Psychology, Trinity College Dublin;
- Dr. Cathal O'Siochru – Faculty of Science & Social Sciences, Liverpool Hope University;
- Prof. Mark Shevlin – School of Psychology University of Ulster, Magee.

During 2009/2010, Volumes 28 (2007), 29 (2008) and 30 (2009) were printed and distributed to members, having been submitted by Dr. Lewis at the end of his tenure. Much of the work for the new editorial team has been the hand over from the previous editor and processing articles at various stages of the review and publication process. Volume 31 (2010) is in production, consisting mainly of articles that were part of this handover process, and is scheduled for production in November 2010. Volume 31 is due to be distributed to members with the December issue of *The Irish Psychologist*. We would like to express our gratitude to all our contributors and readers for their patience during this process.

An exciting development that has taken place during 2009/2010 is the signing of a contract with Routledge to publish the journal. This is a significant step for the journal and for the Society. The editorial team has worked closely with PSI Council and Katherine Venier (PSI Director of Operations) on this process. Indeed, Katherine was central to the process of negotiating the contract. This represents important progress for the journal. The editorial team will be working with the publishers to (1) introduce an online submission process, (2) redesign the journal for re-launch in 2011 and (3) raise the profile of the journal nationally and internationally. Further information on this will be shared with members via regular reports in the IP.

A key task for 2010/2011 is to increase submissions to the IJP and re-establish a regular publication schedule. The editors welcome and encourage contributions in the form of reports of empirical studies, critical reviews of the literature, theoretical contributions and critical book reviews from members of the Society. All correspondence regarding the IJP should be directed to the editorial team by email to ijp@psihq.ie.

Dr. Suzanne Guerin
Dr. Gemma Kiernan
Dr. Caoilte Ó Ciardha



1.6.3 The Irish Psychologist

The Irish Psychologist (IP) is currently edited by the team of Dr. Suzanne Guerin (UCD), Dr. Elizabeth Nixon (TCD) and Dr. Dermot Ryan (DCU). The team also receives significant input and support from Mr. Shaun Adams (Senior Administrator in the PSI Office), for which we are very grateful.

The IP is produced in ten issues a year, with joint issues for July–August and December–January. Issues of the IP are available for members to download in PDF format from the Psychological Society of Ireland website (www.psihq.ie). In 2009, the decision was made to align the publication of each new volume of the IP with the Annual Conference and the Society's AGM and, as a result Issue 1 of Volume 36 appeared in November 2009. The IP also moved to full colour for Vol. 36, and since February 2010, we have worked closely with Nicola Barrett and the team at Design Printworks on the design of the magazine. We are very grateful to PSI's Director of Operations, Katherine Venier, for all her support with these developments.

One of our aims for 2009, was to increase the presence of reports and updates from PSI Committees, Divisions, and Special Interest Groups. We have been delighted with the success of this. Each month the Society Update contains reports from within PSI, including event reviews, news and information for members. We have also been able to highlight many of the wonderful 40th Anniversary celebrations. In addition, the Division and Group Features have been a pleasure to support, with seven groups within the Society represented in Vol. 36.

Members of the book review panel continue to make regular submissions. In addition, there continues to be a steady flow of article contributions from members, with 30 applications received this year. This allows for considerable advance planning and has resulted in an average turn around from submission to publication of nine months. The team is very grateful for the support received for all those who have submitted and wish to thank authors for their contributions in 2009–2010.

The editors welcome and encourage contributions, suggestions and feedback from members. We are also happy to respond to queries regarding possible submissions. All correspondence regarding the IP should be directed to the editorial team by email to irishpsychologist@psihq.ie.

Dr. Suzanne Guerin

Dr. Elizabeth Nixon

Dr. Dermot Ryan

1.7 Student Affairs Group (SAG)

Aileen O'Reilly, Chairperson
Brendan Rooney, PSI Student Liaison Officer

Student Subscribers

In an attempt to promote PSI among students, the SAG had a stand at the Annual Student Congress and at the PSI Student Careers Event which were held earlier in the year. There was a great response from students and many students joined PSI at the events. This was facilitated by students paying membership and getting their two required signatures at the events. SAG also conducted a survey about attitudes towards PSI, the results of which were published in the Irish Psychologist in April 2010. The main findings from this survey were that students who had not joined PSI were not unsatisfied with the service they received but rather that the society needs to try to make it as easy as possible for non-members and non-subscribers to join.

Academic Events

SAG facilitated discussion around where the 2010 Annual Student Congress would be held and provided support to the congress committee. We are currently helping to facilitate the organisation of the 2011 Annual Student Congress. In advance of last year's congress, SAG organised presentation skills workshops for students. These workshops were held in TCD and UCD and were a great success.

EFPSA

PSI facilitated one SAG member to attend the Annual EFPSA Conference which was held in Holland in April. At this event, the SAG International Officer successfully applied for EFPSA membership on behalf of SAG. Ireland now has observer status in EFPSA. Membership of EFPSA will bring a number of additional benefits for PSI student subscribers, including a European travel network and the opportunity to publish in their European journal.

Committee Members

SAG was successful in expanding our core committee which now includes students from UCD, TCD, University of Ulster, DBS and IADT.

Promotion

A SAG Facebook page was set up to help promote PSI. E-mails regarding job vacancies, social events etc. were circulated regularly to students via the PSI mailing list.

Social Events

SAG held a social night in Dicey's pub, Harcourt Street for students earlier in the year. We are currently organising a table quiz which will be held at the PSI Annual Conference.

Irish Psychologist

Over the past year, SAG has had regular columns published in the IP so that students are aware of what PSI can offer students.

2. Divisions

2.1 Clinical

Committee Members

Gráinne Kelly	(chair)
Graham Connon	(secretary)
Noirín Buckley	(treasurer)
Sharon Hardiman	(membership secretary)
Caroline O'Connor	(public relations officer)
Lorraine McGurk	(events organiser)
Jonathan Egan	(ordinary member)
Edel Crehan	(ordinary member)
Colm Humphries	(ordinary member)
Michele Coyle	(past chair) (ordinary member)
Ann Buckmaster	(trainee representative)

Report from the Chair (Grainne Kelly)

Thanks to a vibrant and hardworking committee, division activities have been diverse and comprehensive in the year 2009-2010. A framework for guiding work and an overall ethos was devised by the committee in the summer of 2009, aligning the division with the overarching plans of the PSI. Eight meetings of the division committee took place. The following is a summary list of some of the main work of this committee.

- membership audit and stratification
- participation in accreditation of courses in clinical psychology
- liaison with the NIBPS division chair and committee members
- input to mental health commission documents
- attendance at the PSI 40th anniversary lectures
- publishing in the IP
- practice guideline collation and published (AON)
- attendance at the divisional chairs meeting
- communication with EQUIP, IAPMH
- participation in EVC and psychometrics working group
- framework document for the division guiding future activity (2009-2011)
- documented agreement on roles and responsibilities of committee positions

Report From The Membership Secretary (Sharon Hardiman)

During the year 2009/2010, the Division received 26 new applications and 25 of these were ratified. Of these 25 new members, 22 were ratified as full members and 3 as affiliate members. This represents a significant increase in the number of membership applications received compared to the year 2008/2009. This is good news for the Division as increasing membership has been a key target over the past year. We have no doubt that the introduction of PSI specialist registration and increased visibility for the division (e.g. IP articles, AON guidelines and training day, workshops) has helped with this. Our total membership at present is 184 members of whom 158 are full members and 26 are affiliate members. Increasing our membership further remains a key goal in the coming year.

There were two key membership developments over the past year. The first was a complete audit of membership files (some dating back to the 1970s!). This task was labour intensive but essential for specialist registration which was successfully introduced this year. Graham Connon (Division Secretary) gave up many evenings to work on this task and I would like to acknowledge his efforts at this point. The second key development over the past year grew out of this audit and that was the development of a computer-based database containing full details of all our members. This database is managed by Olga Dekina, Membership Officer, PSI Offices, in close communication with the Division. The work of Olga in managing this database and related membership duties has been fundamental to my job as membership secretary and it is important to acknowledge her continued hard work for the Division.

The directory of clinical division members remains a goal for the coming year. It was not possible to achieve this over the past year due to time constraints and other priority tasks. However, it is hoped that our computer based database of members will aid this process. Secure filing space for membership applications and accompanying documents has been obtained within PSI offices and we are hoping to expand on this space when PSI moves to their new premises.

Report From Treasurer (Noirin Buckley) January 2009-December 2009

Last year's report included a closing balance that was subject to confirmation by PSI. The closing balance supplied by PSI for 31/12/08 was €10,443.38. This closing balance did not include, however, the €2,405 from workshop fees (included in the 2008 report) which was credited to the account of the Clinical Division during 2009, and it also excluded some members' fees included in the 2008 report (which PSI had included in the 2007 accounts and were thus being counted twice). HSE West very kindly sponsored Prof. Scott Lilienfeld's PSI Conference Workshop (Nov 2008; fee and expenses totalling €1,800) and we wish to express our sincere gratitude to Dr. Michael Byrne.

Opening balance as at 1st Jan 2009	€10,443.38
Income 2009	€4,134.00
<i>(carried over from 2008 not credited to account)</i>	€2,405.00
Expenditure 2009	€1,127.18
Closing balance as at 31st Dec 2009	€15,855.20

Report From The Public Relations/ Communications Officer (Caroline O'Connor)

Work has included updating current email addresses in line with the membership secretary and contacting those with two or more emails on the system as to the most useful email address. Providing updates to members with regard to the AGM from the Secretary and passing queries of Division of CP members onto the Committee.

Since the last AGM, we have submitted two submissions to the IP on behalf of CP - one in November 2009, and one in August 2010. In May a meeting was held with members of the Northern Ireland Clinical Division Committee, Mary Morris (PSI Liaison Officer) and Nichola Rooney (Chair).

Report from the Trainee Representative Ann Buckmaster

As Psychologist In Clinical Training (PICT) representative, I attended Division of Clinical Psychology committee meetings. Issues discussed included career progression after training, change in title from 'basic grade clinical psychologist' to 'staff grade clinical psychologist', changes to PSI course accreditation requirements, new payment method for PICTs beginning training in September 2010, and Assistant Psychologist affiliate membership

The committee would like to sincerely thank members standing down for their stellar work over past years. We are all mindful of the dedication and extracurricular sacrifice that has taken place

over these years and acknowledge the investment of time and energy of our colleagues Noirin and Colm.

2.2 Counselling

Committee Membership

Angela Lane	(Chair/Secretary)
Anne Davis	(Vice-Chair/Membership Secretary)
Paul Clancy	(Treasurer - co-opted October 2009 – February 2010)
Claire Donohue	(CPD Officer)
Helen Gibbons	(CPD Officer)
Natalie Hession	(Promoting Counselling Psychology)
Sorcha Mathews	(Promoting Counselling Psychology)
Ladislav Timulak	(PSI Council member)
Allison Connolly	(Editor Newsletter)
Ian O'Grady	
Melanie Billings	

Note: Our friend, colleague and fellow committee member, Paul Clancy, passed away suddenly on February 22nd 2010. His passing is an enormous loss to the community of counselling psychologists.

Number Of Members

164 full members
18 affiliate members

Number Of Meetings In The Year

There were seven committee meetings held over the 2009/2010 term. The AGM was held on September 18th 2010, at which point Anne Davis took over as Chair of the Division.

Activities Of The Division Task Forces/Working Parties

Eimear Burke represented the Division on the Equality and Inclusive Practice Working Group set up by the Society. Rita Honan is representing the Division on the Society's Working Group on Psychometric Testing. Other representation included updating, on behalf of the Division, an existing Society document which aims to lobby health insurer providers to reimburse clients for psychological services.

The DCoP Committee continued its efforts this year to promote the profession of Counselling Psychology to relevant

stakeholders, both public and private within the Irish system. The DCoP launched the 'Counselling Psychologist', an electronic newsletter initiated as a way to provide a means of dialogue amongst Division members and to inform readers regularly about the ongoing aims, initiatives, concerns and CPD events in the Division.

Representing The Division At Events

DCoP Committee member, Ian O'Grady, presented at the PSI/NIBPS Annual Undergraduate Psychology Careers Event in NUI Maynooth on 27th February 2010.

Anne Davis, Committee Vice-Chair, attended a BPSNI Division of Counselling Psychology launch event on August 13th 2010. The event commenced with opening talks from the Karen Kirby, the Co-Chair, Division of Counselling Psychology Northern Ireland Branch, Professor Chris Conliffe, founder and director of the Institute for Counselling and Personal Development (ICPD) and from Anne as Vice-Chair of our Division. These opening talks focused on "The future of Counselling Psychology – BPS and PSI working together". Anne subsequently presented a workshop entitled 'Dealing with Religious and Spiritual Issues in Secular Psychotherapy'.

CPD Events

The Division hosted a full day Cognitive Behaviour Therapy workshop, in September 2009, offered by Yvonne Tone of the TCD Student Counselling Services. In December 2009, another day-long seminar titled "Attachment: A Longing for Wholeness" was facilitated by Pauline Beegan and explored issues around attachment. The Division hosted a CPD Forum event in March 2010, at which two research papers were presented. Anya Hughes, who is studying at Masters Level in Trinity College Dublin, presented a paper titled "Clinical Intake Interview Guidelines" and Aisling Ni Shoithchain, a second year student of University College Dublin's M. Sc. in Cognitive Behaviour Therapy, presented on "Waiting List Management and Initiatives". Each paper was followed by questions, debate and comment from the participants. In May 2010, the Division offered a half-day event presented by Dr. Nick Bankes, titled "Introducing a brief CBT programme for young people with sexual behaviour problems". In September 2010, a half-day workshop was presented by Bill Callanan titled "The Work of the Dream – A Comparative Approach".

Links With Other Organisations

Launch of NIBPS Division of Counselling Psychology
A new BPS divisional branch of Counselling Psychology for Northern Ireland was launched at the NIBPS conference in April 2010. A letter of congratulations sent on behalf of the Division was read out at the conference.

We had initial discussions with Dr. Peter Martin, Communications Lead and Chair Elect of the BPS Division of Counselling Psychology, about potential areas in which our respective Divisions could connect with each other. These include holding some joint CPD events; exploring ways to promote the profession of counselling psychology within the island of Ireland and arranging a PSI/BPS Counselling Division Conference in 2012.

Best Practice Was Promoted In The Last Year As Follows:

i) Division CPD Events

The DCoP continued to promote CPD for the membership by providing regular workshops and forum events.

ii) Promotion of Counselling Psychology

Three descriptions of Counselling Psychology were drafted giving information about the profession. The objective was to update existing material and to make available more comprehensive explanatory literature depending upon the target audience. The formats are a brief summary paragraph; a half-page description and a two-page competency based description. An existing DCoP pamphlet about Counselling Psychology was also updated.

iii) Application Forms for Membership of the Division

The Division's membership application form was revised to provide separate application forms for full and affiliate membership. Applicants must now be proposed and seconded by a Registered Psychologist and a full member of the Division. A checklist of the criteria and the requirements for full membership on an equivalency basis was developed.

iv) Supervisory Directory

Division members who provide supervision to counselling psychologists were asked to submit their details so that a supervisory directory might be developed and made available to members.

Areas In Which Best Practice Could Be Promoted Next Year Include:

- a). Provide regular CPD Events and Forums
- b). Continue to work towards equality and inclusive practice for and by counselling psychologists
- c). Complete documentation describing the profession of counselling psychology. Work with the Society to roll out same to relevant organisations including state agencies and employment stakeholders
- d). Develop and implement a plan to promote scientific research within the Division
- e). Progress work done to date to review current criteria for supervision from a DCoP perspective

Outline Of Planned Activity For The Coming Year

- a). Engage with public and private employment stakeholders and advocate for the use of a competency based model as the criteria for the recruitment of counselling psychologists
- b). Continue to work with the Society to lobby health insurance providers to provide cover to clients for psychological services
- c). Survey the DCoP membership about their experience of employment as a counselling psychologist
- d). Develop a plan to hold a Joint PSI/BPS Conference in 2012

Finance

Opening balance as at 1st Jan 2009	€31,261.84
Income 2009	€7,077.00
Expenditure 2009	€3,367.86
Closing balance as at 31st Dec 2009	€34,970.98



2.3 Educational

Chair:	Deborah Walsh
Secretary:	Lucy Gannon
Treasurer:	Colm O'Connor
Membership Secretary:	Kevin Keane
CPD Coordinator:	Yvonne Cunningham
Ordinary Members:	Prof Desmond Swan
	Elaine O'Brien
	Alison O'Meara
	Sadhbh Coyle

Number Of Members

- a. Full members: We currently have 135 full members
- b. Affiliate members: We currently have 22 Affiliate members
We have had 38 additional members since last year.

Number Of Meetings In The Year

The DEP meets at least 10 times a year.

Activities Of The Division:

Workshops/Cpd

In the past year The DEP has organised CPD workshops/ seminars on the following topics:

- An Integrated Approach to Teaching Literacy in Schools;
- Reasonable Accommodations for Pupils in Certificate Examinations (RACE);
- *Cognitive Behavioural Therapy (in collaboration with the School of Education at UCD);
- *Brief Therapy (in collaboration with the School of Education at UCD).

*For both of these events we are grateful to Mr. William Kinsella, Director of the MA in Educational Psychology, UCD

We are hosting another CPD event next month entitled "Addressing Emotional and Behavioural Issues in the School Setting". We hope to host two more sessions in the first half of next year. We actively encouraged members to attend the Brainworx workshop on the new WAIS IV this September.

Conferences

The DEP were actively involved in the ISPA Conference this past July. This was a major event for us. ISPA (International School Psychology Association) is well known to our members as it is a major international professional association in our field, holds major international conferences annually across all continents, which several of our members have attended. It publishes the

School Psychology International, probably the most widely circulated journal in this field. It was great that PSI was able to team up with NEPS/Department of Education and Skills, the British Psychological Society's Northern Branch and the School of Psychology, Trinity College Dublin to host this prestigious event. Des Swan was nominated as our conference representative. The DEP co-hosted with NEPS a reception at the ISPA conference at which we honoured Ethna Swan's life long contribution to the field of Psychology. This event was well attended.

The Division of Educational Psychology will host a symposium at this year's PSI conference in November entitled: "Educational Psychology in Practice".

Associations

The Division of Educational Psychology are an Affiliate member of ISPA and Jacqui Horan is our nominated representative to N.E.P.E.S , a European network of research in education, associated with EFPA. We have been represented on MQRC by Jacqui Horan, on the Expert Validation Committee by Rita Honan, on Council by Aoife Martin and our liaison to the External Relations Panel is Deborah Walsh.

Mr Kieran Sweeney represents the interests of the Division of Educational Psychology on the recently formed Psychometrics Working Group to be chaired by Katie Baird. This is an extremely important group to our Division and represents a major area of work and interest for the committee.

The Division of Educational Psychology has forged links in the past with the Northern Branch of School Psychology within the British Psychological Society and intends to foster this link in the coming year. We hope to host a joint workshop/seminar next year.

The NCSE consults with The Division of Educational Psychology, through the current liaison officer Des Swan.

Best Practice

The Division of Educational Psychology is committed to promoting high ethical and professional standards in the profession of educational psychology. We are committed to high standards of training, qualifications and behaviour. We seek out opportunities to be involved in groups and committees where we can encourage high standards of training and qualifications such as representation on the Psychometrics Working Group, MQRC, EVC and advising on standards to be set in training programmes for Educational Psychologists. We promote high standards of training and qualifications through our own membership qualifications. The Division believes in the need for specialist registers and the need to preserve and actively endorse the specificity of our area of expertise within

Psychology. The Division is committed to promoting standards to the general public and actively informing them of the standard of professionalism they should expect from an educational psychologist. The Division is committed to being positively proactive in our endeavours at all times and to providing CPD that broadens the knowledge of our members. We are also committed to informing our members of events that are of benefit to them.

This Coming Year

In the next twelve months the Division plans to host at least three more CPD events. We plan to produce quarterly newsletters to keep our members informed and to host a symposium at conference. We plan to forge stronger links with the School Psychology Division within the Northern Branch of the British Psychological Society and with other organisations such as the NCSE, NEPS and other Divisions within PSI.

Finance

Opening balance as at 1st Jan 2009	€5,924.29
Income 2009	€3,676.00
Expenditure 2009	€1,953.46
Closing balance as at 31st Dec 2009	€7,646.83

2.4 Forensic

The Division of Forensic Psychology continues to meet and consider issues relating to the work of Forensic Psychologists and Psychologists in the Criminal Justice System and Health Service. The next meeting of the Division of Forensic Psychology will be at the PSI Annual Conference in November 2010.

The Division is actively cultivating links with the Forensic Division of the BPS. This process has been greatly enhanced with the change from Special Interest Group to Divisional status achieved in May 2007.

The Division will be represented by Dr. Margaret O'Rourke on the PSI Working Group on Psychometric Testing. The Division of Forensic Psychology will continue to cooperate with Council of PSI and the Director of Professional Development in reviewing the Society's accreditation procedures for Forensic Psychology. This review is timely in light of Statutory Registration for Psychologists and the need to ensure that the accreditation guidelines for postgraduate training in psychology keep pace with developments in the profession.

The Division is collaborating with the Special Interest Group in Neuropsychology to present a joint training event on Expert Witness Skills. The exact title is to be confirmed but this joint event will be aimed at psychologists who wish to improve their expert witness skills or and to familiarise themselves with Court procedures and protocols. An informal meeting with SIGN has been proposed to coincide with the PSI Annual Conference in 2010.

The Division will launch a calendar of meeting dates at the next general meeting of the Division in November 2010. Meetings have been irregular to date and an appropriate frequency of such meetings will be devised in consultation with members.

The officers of the Division of Forensic Psychology are as follows:

Geraldine O'Hare	Chairperson
John bogue	Hon. Secretary
Sarah Hume	Ordinary Committee Member
Sharon Lambert	Ordinary Committee Member
Danny O'Sullivan	Ordinary Committee Member
Joanne Rolfe	Ordinary Committee Member
Ciara Staunton	Ordinary Committee Member
Margaret O'Rourke	Media link / PR Officer
Maria Ward	Student Representative

Opening balance as at 1st Jan 2009	€ -
Income 2009	€780.00
Expenditure 2009	€ -
Closing balance as at 31st Dec 2009	€780.00

Prepared by:
Geraldine O'Hare Chairperson
John Bogue Hon. Secretary

2.5 Health Committee Membership

The 2009/ 2010 DHP Committee was elected at the 2009 AGM held on the 18th June, 2009 at University of Dublin, Trinity College. Members of the 2009/2010 committee were Sinead Ni Mhurchadha (Chair), Deirdre Desmond (Treasurer), Philippa Coughlan (Secretary), Patricia White (Membership Secretary), Suzanne Allen, Molly Byrne, David Hevey, Karen Keogh, Anne Hickey, Catherine Darker, Marie Percival and Laura Coffey.

Number Of Meetings In The Year

Committee members attended four ordinary meetings, as well as the Annual General Meeting of the Division at Royal College of Surgeons of Ireland (31st March 2010). Members of the committee also attended additional meetings regarding the 'Irish Psychologist', Professional Development, Specialist Register, and meeting with the PSI President.

Activities Of The Division

PR

The Division continues to work on publicising Health Psychology in the PSI through contributions to the IP and developing the DHP webpage on the PSI website. The Division hopes to expand its contribution in the future and extend its activity to create greater awareness of health psychology to the public.

Professional Development

Stage 1 Health Psychology accreditation has been approved and the criteria are available on the DHP webpage.

PSI Annual Conference 2009

The DHP once again sponsored a Health Psychology Symposium at the PSI Annual Conference in Wexford. The Division made an open call for participants for the Division sponsored symposium with a stipend of €75.00 toward registration fees. Amy Brogan, Michael Daly, Maeve Murray, and Marie Pertl, represented the Division in this symposium. A report was published in the December issue of the Irish Psychologist.

DHP Annual Conference 2010

The Department of Psychology, RCSI, hosted the 7th annual 'Psychology, Health and Medicine' conference of the Division of Health Psychology, Psychological Society of Ireland on the 31st of March 2010, a joint venture between the PSI DHP and the Northern Ireland Branch of the British Psychology Society's Division of Health Psychology. The conference showcases important research in health psychology in Ireland and the UK, and is a key event for people working in the areas of psychology and health in Ireland. Keynote speakers at the conference included Dr. Niall Pender from Beaumont Hospital



and President of the Psychological Society of Ireland who gave a talk on "Psychology in the Acute Hospital Environment: Opportunities and Challenges". Professor Lucy Yardley from the University of Southampton gave a lecture on "Re-modelling Health-care Interventions for the Internet: Opportunities and Challenges" and Professor Marie Johnston from the University of Aberdeen combined biomedical and behavioural models in health outcomes research in her lecture on "Is it impairments, or thoughts about impairments, that limit functioning?" The Conference Organising Committee for the 7th annual Psychology, Health and Medicine 2010 were: Anne Hickey, (Chair) Suzanne Allen, Tony Cassidy, Laura Coffey, Deirdre Desmond, Frank Doyle, David Hevey, Karen Morgan, Marie Percival and Sinead Ni Mhurchadha. The 2010 Conference Scientific committee were Tony Cassidy, Deirdre Desmond, Frank Doyle, David Hevey, Anne Hickey, Karen Morgan and Sinead Ni Mhurchadha. PSI has awarded 4 CPD credits for attending the conference

Workshops

Dr. Andy Keen, an NHS Consultant Health Psychologist in Aberdeen, facilitated two full day professional training workshops on 'An Introduction to Mindfulness in Medical Settings' on 29th and 30th of March 2010. PSI awarded 4 CPD credits for attending each workshop. The response to the initial one-day workshop was so positive that the second day was added. A total of 39 psychologists from various disciplines and other health professionals attended. The workshops were organised by the DHP Secretary, Philippa Coughlan.

Links With Other Organisations

There was liaison with members of the Northern Ireland Branch of the BPS in organising Psychology, Health and Medicine 2010.

Membership Of The Division

The Division currently has 69 members in total, 16 are affiliate and 53 are full members. There have been 17 new members from the previous year. Approximately 73% of members are from academic department. 35% of the membership is currently inactive, as they have not paid their membership fees. The Division intends to target this issue.

Work In Progress/Plans For The Coming Year

Health Insurance

The Division has been working with PSI to arrange a facility to allow the public to apply for reimbursements from their health insurers for the cost of attending private sessions with professionally qualified practitioner health psychologists in Ireland.

Specialist Registration/Validation

The issue of eligibility of membership of the PSI Specialist Register is still in discussion within the Division. The Division is concerned about how dividing our members into practitioners and academics will impact on our members, and what further implications this might have in relation to the forthcoming Statutory Registration of psychologists in Ireland.

DHP Annual Conference 2011

The 8th Annual Psychology, Health and Medicine Conference will be hosted by the Department of Psychology in NUI Galway on 4th April 2011. The Division's next AGM will be held during this conference.

Professional Development

The Division intends to form a working group for professional Development of Health Psychology in Ireland.

Finances

Opening balance as at 1st January 2009	€7,023.99
Income for 2009	€9,707.33
Expenditure for 2009	€4,404.37
Closing balance as at 31st December 2009	€12,326.95

Sinead Ni Mhurchadha (Chair)



2.6 Neuropsychology

The Committee for the Division of Neuropsychology (DON) for 2009/10 includes the following members:

Chairperson:	Dr. Simone Carton
Vice-Chairperson:	Ms. Patricia Byrne
Secretary:	Dr. Neil Austin
Treasurer:	Dr. Robert Coen
Ordinary Members:	Dr. Teresa Burke
	Dr. Jessica Bramham
	Ms. Mary Fitzgerald
	Dr. Nick Kidd
	Dr. Karen Looney
	Dr. Elaine Rogers
	Ms. Valerie Twomey
	Dr. Brian Waldron

2009 was an important year in the progression of the Special Interest Group in Neuropsychology in its promotion to Division status. The Division of Neuropsychology was inaugurated on the 6th of November 2009, at the PSI Annual Conference in Wexford.

In 2009, the Special Interest Group and subsequently the Division put in considerable effort in establishing the criteria for membership attempting to strike that delicate balance between being inclusive of the broad church of members of PSI who have an interest in neuropsychology while also maintaining a clear professional standard for those who are working in the speciality. To date the Division has welcomed twenty one members, and there are a number of applications currently in process. The criteria have worked well with no particular difficulties; we shall review the criteria as required.

Over the past year DON has convened five committee meetings, and three meetings for general members, which are usually run in conjunction with a relevant topic for presentation and discussion. The committee meetings have focused primarily on processing the applications for membership and discussing clinical, academic and organisation issues of relevance to DON. Our speakers to date have included:

James McGee, PhD Student at UCD and winner of the 2009 Deirdre McMackin Medal. He gave an excellent presentation on the *Critical Appraisal of the Uses and Misuses of Functional Magnetic Resonance Imaging*.

Prof. Shane O'Mara provided a provocative lecture on Torturing the Brain. In his review of the literature, including videos showing infamous waterboarding, he teased out the psychological and neuropsychological sequelae of torture as well as the bewildering political and moral dimensions of 'enhanced interrogation techniques' in our supposed modern and enlightened society.

DON continues to be part of the Federation of European Societies of Neuropsychology (FESN) which ensures that we are linked in with our equivalent societies and divisions across Europe.

DON is represented on the Irish Stroke Council of the Irish Heart Foundation by Drs. Simone Carton and Neil Austin.

Dr. Carton is representing DON & PSI on the HSE National Stroke Project, which is a clinically lead initiative with the brief from the Clinical Directorate of HSE to plan Stroke Services for Ireland over the next 50 years from acute to community care.

Dr. Carton is representing DON on the PSI Psychometric Testing group in order to establish standards for best practice in the administration of psychological tests.

DON sees its brief to address a number of issues revolving around the promotion, advocacy and support of neuropsychology in Ireland and currently we are preparing and discussing the following:

- Promoting the training and good practice of neuropsychology in clinical and academic fora;
- Establishing a Code of Conduct for Good Practice Guidelines including supervision;
- Promoting evidence-based practice in clinical neuropsychological research;
- Sharing and dissemination of information, experience and resources among those working and interested in neuropsychology;
- Developing a clinical/academic support network for Psychologists working in Neuropsychology in Ireland, in particular to discuss current clinical issues;
- Highlighting the needs, and advocating on behalf of patients who are experiencing issues of relevance to neuropsychology;
- Organising an annual academic and clinical meeting for relevant practitioners in neuropsychology and related disciplines.

We would like to express our sincere thanks to TCIN who kindly provide the venue for our various meetings; having an easily accessible venue is important for the diaspora of neuropsychology across the island.

Drs. Simone Carton (Chair DON) & Neil Austin (Secretary DON).

2.7 Teachers & Researchers

Committee Membership

The Division of Teachers and Researchers in Psychology Committee members for 2009-2010 were: Fiona Lyddy (Chair), Sharon Mary Cruise (Secretary), Conor McGuckin (Treasurer), Deirdre Desmond, Suzanne Guerin, Maria Dempsey, Suzanne Egan, David Hevey, Brian Hughes, Nicola Porter, and Ronan Yore. Fiona Lyddy resigned as Chair during the year but remained on the Committee as an Ordinary Member. Nicola Porter was elected as the new Chair. Ronan Yore also resigned from the Committee during the year. The Committee wish to thank both Fiona and Ronan for the work that they did in their respective roles.

Meetings Held

On 7th November 2009, a Committee meeting was held at Whites of Wexford (during the PSI annual conference 2009), which was attended by five members of the Committee. On 18th June 2010, a Committee meeting was held in the Arts Building, Trinity College Dublin, which was attended by seven members of the Committee.

Activities Of The Division

The Division was established following support of a motion put to the PSI general meeting in November 2007, and its founding meeting was held in April 2008. The activities of the Division aim to support the keys objectives of the Division as set out in the Division rules, namely: to promote best practice in teaching and research in psychology; to provide a forum for the sharing of knowledge and expertise; to promote and maintain high ethical and professional standards among teachers and researchers in psychology; to promote and encourage scientific research as it applies to teaching and learning within psychology and to promote the use of scientific methods in psychological research; to liaise with relevant bodies in the promotion of the goals of the Division and its members; to represent the views of psychology teachers and researchers within PSI.

In the current year, links have been established with EUROPLAT, the European Network for Psychology Learning and Teaching which exists to enhance the quality of teaching and learning in psychology and to develop the scholarship of teaching and learning in psychology. EUROPLAT is focusing on three strands of activity: research, professional development, and knowledge exchange and communication.

Committee members attended a number of teaching and learning in psychology conferences, including the fifth biennial Psychology Learning and Teaching (PLAT) Conference in Edinburgh, Scotland and the fourth biennial International Conference on Psychology Education (ICOPE) in Sydney, Australia.

The Division Pages in the September issue of the Irish Psychologist focussed on the Division of Teachers and Researchers in Psychology, including an overview of the Division and reports from PLAT and ICOPE.

Planned Activity For The Coming Year

The Division has submitted a proposal for a symposium to be presented at the annual PSI conference in November.

Finances

Opening balance 1st January 2009	0
Income	€730.00
Expenditure	0
Closing balance 31st December 2009	€730.00

2.8 Work & Organisational

Strategic Plan

The main efforts of the Division for 2009-2010 went into the creation of a Strategic Plan to follow on from the previous one which was delivered during 2008-2009. The planning model adopted by the Division was the one used by PSI for its planning process.

The following is the revised Mission of the Division:

- To promote high standards of professionalism among members;
- To promote and encourage scientific research in work and organisational psychology;
- To raise the professional profile of work and organisational psychology;
- To contribute to the ethos of continuous professional development (CPD) in PSI by promoting platforms of shared learning;
- To collaborate with other national and international bodies.

Pillars Of The Plan

Pillar 1: CPD and Supervision – DWOP strives to provide guidance on the PSI CPD process, and to provide relevant CPD opportunities and to assist members maintain registration.

Pillar 2: Wellbeing at Work – DWOP strives to be identified and known to state, community and media bodies as the authority and national resource for work and organisational issues.

Pillar 3: Research – DWOP strives to provide a proactive platform for presentation and active dissemination of cutting edge research findings in its specialised events and international conferences.

Pillar 4: Membership – DWOP strives to be the recognised expert body on all W&OP matters and strives to increase membership through active promotion of the Division and the benefits that membership provide.

Pillar 5: DWOP Profile and Public Relations – DWOP strives to be recognised by public, private and professional bodies nationally and internationally, and to be consulted by them on issues of work, wellbeing, return to work, and economic recovery.

The following is a report of the activities of the Division using the strategy framework as a template for the report.

CPD And Supervision

DWOP and the Coaching Psychology Group collaborated to provide a variety of topical seminars and skills masterclasses throughout the year, and a conference biennially, all formulated around member needs. These events were open to all PSI members.

Date	Presenter	Title	Type
June 3 '09	John Broderick	The EQ Factor: The Role of Emotional Intelligence at Work	Seminar AGM
June 13 '09	Pauline Willis	Creating Individual and Organisational Success Through Team Coaching	Masterclass with CPG
Sept 15 '09	Evelyn Gilmore	Executive Coaching and Its Role in Organisational Change	Seminar with CPG
Sept 29 '09	Dawn O'Connor	The Balanced Scorecard	Seminar
Nov 24 '09	Julie Sifverberg	Using NLP Tools in Visioning for Leadership	Seminar with CPG
Dec 15 '10	Ian Clifford	Raising Career Aspirations	Seminar
Jan 13 '10	Corina Grace	Leadership in Crisis	Seminar
Feb 13 '10	John Broderick	Building Emotional Capital	Masterclass With CPG
Mar 13 '10	Peter Clarke	Introduction to Consulting Skills	Masterclass
April 24 '10	Gay White	The Business of Coaching	Masterclass with CPG
May 11 '10	Jerry Dixon & Ian Clifford	Applied Reemployment Psychology	Seminar
June 1 '10	Joan Hodgins	All Roads Lead to Leadership	Seminar

Research

The Division of Work and Organisational Psychology had a very full and active annual conference. Twenty five contributors presented twenty two papers and three workshops. Topics included employment and re-employment, organisational change, well being and performance, coaching, bullying and starting your own business.

Membership

Membership of DWOP and CPG is 168 people of whom 58 members of DWOP are Registered Psychologists. Membership spreads widely across the profession, business and organisations. In 2008, a subcommittee chaired by Dr. Joan Tiernan revised the criteria of accreditation of WOP courses in response to requests by the Universities. Following on from this, Dr. Tiernan set up a committee to build a supervision process and competency profile for post graduates who wish to achieve the status of Registered Work and Organisational Psychologist. This is in line with EAWOP's criteria for professional occupational psychologists. The supervised practice committee is Caroline Bolster (ICAI), Michelle Canny (HSE), Sharon Campbell (private practice), Avril Farrell (AIB Capital Markets), Peter Clarke (private practice) and Joan Tiernan (UCD).

Dwop Profile And Public Relations

Eric Brady, our treasurer, serves on PSI council. Dr. Eunice McCarthy serves on the board of IAAC and will be attending their international conference in Australia in July. Dr. Joan Tiernan is our representative on EAWOP and a member of the European Editorial Advisory Board of the Coaching Psychologist. CPG are acquiring an international reputation in conversations as far afield as Australia and New Zealand. CPG

has joined the International Congress of Coaching Psychology and Carmel O'Neill has become the CPG representative on the steering committee of ICCP. Hugh O'Donovan, incoming chair, presented a paper last November at the second European Coaching Psychology Conference in London and is also a vice president of the newly formed Society of Coaching Psychology. Peter Clarke has visited the fledgling DOPNI branch and has had a meeting with David Carew the previous chair of BPS DOP. DOPNI are keen to generate some joint CPD events with both CPG and DWOP. There is the beginnings of a conversation between the Ergonomics Society and DWOP to submit a bid for the EAWOP conference in 2013. This is being pursued by Joan, Peter and Eunice.

We continue to enjoy strong professional relationships with several European associations, networks and groups: the European Association of Work and Organisational Psychology (EAWOP); the European Network of Organizational Psychologists (ENOP); the International Association of Applied Psychology and the Special Group in Coaching Psychology. A formal link has also been developed with DOP (Division of Occupational Psychology, BPS) to encourage our members to contribute to the up-coming BPS events in coaching and occupational psychology.

Our newsletter "Voices from the Edge" continues to be produced by Eunice McCarthy with strong back up from Ian Clifford.

DWOP Executive Committee 2009-2010

Peter Clarke (Chair), Kathryn McCarthy (Chair Elect), Yseult Freney (Secretary), Eric Brady (Treasurer), Carmel O'Neill, Ciara Bolger, Shane Barry, Joan Tiernan, Eunice McCarthy, Ian Clifford, Jerry Dixon, Edel Moloney, Marian Vickers.

3. Special Interest Groups

3.1 Dying And Bereavement

Chair Report

Following introductions, Dr. Shelagh Wright, out-going Chair, gave a report on her activities over the past two years on behalf of the SIG and the field of psycho-oncology. These included; input into the Quality Standards for end-of-life care produced by IHF, convening the symposium on; "Psycho-social issues in cancer care from diagnosis to terminal illness and death" at the PSI conference in November 2009, and the organisation of a 2 day workshop on: "Advanced communication skills for health care professionals" delivered by Professor Lesley Fallowfield.

Report From Secretary/Treasurer

Susan Delaney thanked Shelagh on behalf of the SIG. She gave a combined report as treasurer/secretary of the SIG. PSI provided funding for the SIG last year (€360). This covered an honorarium to the guest speaker, Dr. Terry Rando, and related expenses. No monies were requested for this year. It was noted that PSI has informed the SIG that in future all SIGs must generate their own funds. The committee will follow up on suggestions from the floor as to how this might be achieved.

Updates

The present members updated the group on their current work projects/research/ interests. These ranged from using CBT to treat complicated grief, Mindfulness, EMDR, developing protocols and training for health care staff vis a vis GLB patients, working with older populations and training staff who work with developmentally disabled service users. It was also reported that SIG member, Amanda Roberts had received her Ph.D recently (and has a new baby daughter too!) Three books were recommended: *To Health; the humanistic oncology* by Jacob Zigelboim, *Smile or die; How positive thinking fooled America and the world* by Barbara Ehrenreich, and *Working with anger* by Peter Cummins.

New Committee

- Shelagh Wright stepped down after a two year term as Chair.
- Paul D'Alton was elected to the position of Chair
- Susan Delaney was re-elected to the position of Secretary
- Shelagh Wright was elected to the position of Treasurer
- John Dunne was elected committee member

Continuing Education

The group watched a ninety minute webinar entitled: "Lifting the fog, an introduction to complicated grief treatment" by Dr. Katherine Shear. This, and other webinars will be available for viewing by SIG members via the IHF library.

Susan Delaney, secretary

3.2 Sexual Diversity And Gender Issues Special Interest Group

The Sexual Diversity and Gender Issues Special Interest Group (SDGISIG) was approved by PSI Council in November 2007, and the inaugural AGM was held on 25 April 2008, when Claire Cullen was elected Chair. At the 2009 AGM Dr. Geraldine Moane was elected Chair, and was re-elected to this position in 2010. The other committee members are Daragh McDermott (Secretary), Claire Cullen, Finn Reygan and Ian McKenna. The group has 24 full members. In the last year the group held 4 meetings and offered a workshop and symposium at the PSI Annual Conference.

The aims of the SDGISIG are: (1) to provide a forum for psychologists (including researchers, educators and practitioners) to share knowledge, resources and expertise with regard to sexual diversity and gender-related issues; (2) to promote psychological research, teaching, evidence-based practice and professional development opportunities in the area of sexual diversity and gender-related issues; (3) to collaborate with similar professional groups situated within and outside of Ireland; and (4) to inform policy makers and the general public on matters relating to sexual diversity and gender-related issues.

Over the year the group engaged in four major areas; (1) PSI policy on inclusive practice (2) dissemination of research (3) provision of training (4) international links.

(1) Working Party: Equality and Inclusive Practice (EqUIP): With regard to PSI policy, the SDGISIG was represented on the PSI Equality and Inclusive Practice Working Group chaired by Dr. Katie Baird (Director of Professional Development, PSI). Other groups represented on the Working Group included the CEDSIG, Division of Counseling Psychology, Division of Clinical Psychology, and the Gay and Lesbian Equality Network (GLEN). The Working Group was responsible for the development of the

PSI policy on 'Promoting Equality and Inclusive Practice' which was approved by Council on the 19th September 2008, and was officially launched at the Annual Conference in November 2008 (See Irish Psychologist, October 2008). In the past year the group has met on several occasions, focusing on implementation of the policy.

(2) At the PSI annual conference in November 2009, the SIG organised a research symposium and a workshop. The workshop covered sexual orientation and professional practice, while the symposium offered research papers addressing conceptual and methodological issues relevant to research exploring sexual and gender diversity. At the conference members of the SIG also attended a meeting of the Equality and Inclusive Practice Working Group. Geraldine Moane gave a paper on PSI's policy on equality and inclusive practice at the International Congress of Applied Psychology in Melbourne Australia, and attended several sessions on policy regarding lesbian, gay bisexual and transgendered issues involving American, Australian, Canadian, European and International Associations.

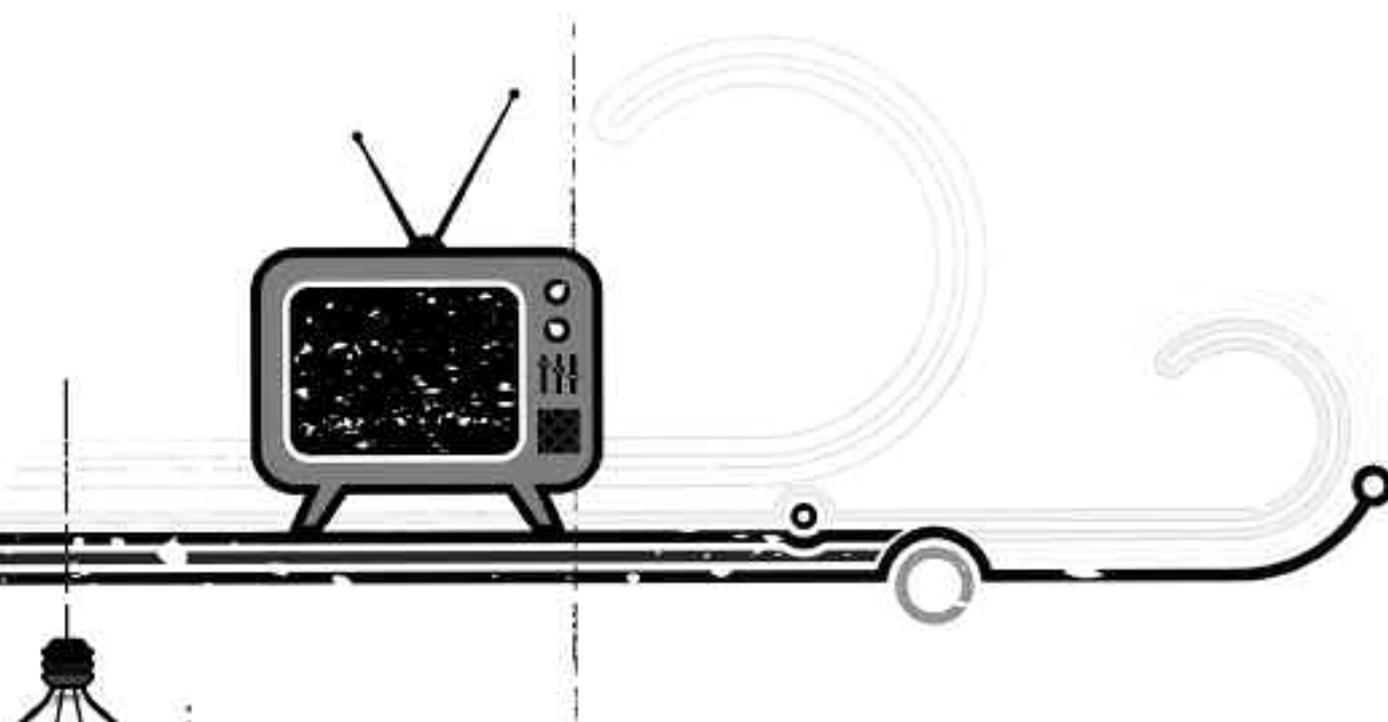
(3) **Best practice:** Over the past year the SIG provided training to trainees in Clinical Psychology and Counselling Psychology. Training inputs included: placing best practice related to sexual orientation in the context of ethical commitments to best practice; presenting the latest conceptual and methodological advances in understandings of sexual orientation; providing an overview of APA guidelines for best practice in psychotherapy with lesbian and gay clients; providing an overview of relevant research in specific areas. The SIG also facilitated the circulation with the Irish Psychologist to all PSI members of a leaflet produced by the Transgender Equality Network Ireland (TENI) entitled Transgender and Gender Dysphoria Information for Psychologists.

(4) The Sexual Diversity and Gender Issues SIG continued to develop expertise in relation to LGBT & gender issues internationally, keeping abreast of latest international research and working with other international psychological associations. The SDGISIG has strengthened its links with the American Psychological Association, the Australian Psychological Society, the Canadian Psychological Association (CPA); the BPS. The PSI became members of the International Network for Lesbian, Gay, Bisexual and Transgender Concerns (INET).

In the coming year we plan to continue developing resources and guidelines for professional practice and also training for continuing professional development, as well as developing research collaborations. This includes the providing Irish and international resource information, updates on Irish and international research, and the development of guidelines for the Irish context on clinical practice with lesbian, gay and bisexual clients. At the forthcoming annual conference we are offering a workshop on transgender issues and a research symposium, as well as contributing to a workshop on Equality and Inclusive Practice. Sexual diversity and gender issues are relevant in many areas of psychology, and to clinicians, teachers, For further information on membership, events and the AGM, visit our webpage (see

http://www.psihq.ie/MEMBERS_SIG_SDG.asp) and please contact the Sexual Diversity and Gender Issues Special Interest Group at PSI: email: info@psihq.ie

Geraldine Moane (Ger.moane@ucd.ie)



4. Honorary Treasurer's Report Patrick Holahan

The accounts for 2009 are outlined in the following pages. Despite spending more than our income by the amount of €51,517 (compared with a loss last year of €7,696), the Society is still in a healthy financial state. Our liquid assets (cash in bank) are €667,447 up from €588,347 and our fixed assets are up to €38,455 from €32,551.

The loss was mainly caused by the need to write off unpaid subscriptions from prior years, which amounted to €57,259. A substantial effort was made, in 2009, to collect all old subscriptions, and also to lapse members who did not pay even the current year subscription by midyear. This loss was once off and was needed to bring realism to the figures. As a result, the 2009 closing balances contain no amounts which have not already been collected.

Membership subscriptions continue to be the main source of income. The more efficient collection of fees contributed to a rise in cash at bank from €588,347 to €667,447, and proved the long-term benefit of the change in policy implemented two years ago. Our dependence on Membership subscriptions is still too high and we continue to identify and implement additional revenue opportunities to benefit our members.

Expenditure, which increased again, continues to be monitored to ensure that the Society gets the best value for money. Rent has reduced because the office space was reduced and staff costs were also lower; however, most other items have risen. There was a large increase in the cost of publications, printing etc. A lot of this increase was due to the provision of four issues of the European Psychologist to members, and catch up costs due in relation to the IJP. Due to paper costs rising, print costs in general have risen.

The option to purchase premises, mentioned in my last report, has been examined in detail and, with professional advice, Council has decided that, at present, PSI is still not in a position, financially, to purchase.

In conclusion, I must thank our Director of Operations, Katherine Venier, who has been of great assistance to me and the Society. I also wish to thank the other office staff for their assistance and hard work during the year. I am extremely grateful for the help I received from the Officers and other Council members. Thanks are also due to our auditor, John Smith.

5. Annual Financial Report

**THE PSYCHOLOGICAL SOCIETY OF IRELAND
(LIMITED BY GUARANTEE)
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2009**

Company No. 110772

THE PSYCHOLOGICAL SOCIETY OF IRELAND (LIMITED BY GUARANTEE)

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THE PSYCHOLOGICAL SOCIETY OF IRELAND (LIMITED BY GUARANTEE) DIRECTORS AND OTHER INFORMATION

DIRECTORS

Mark Latimer.
Patrick Holahan.
Dr Rosaleen McElvaney.
Neil Pender.

SECRETARY

Mark Latimer.

REGISTERED OFFICE

CX House,
2A Corn Exchange Place,
Poolbeg Street,
Dublin 2.

AUDITORS

Smith & Co.,
Chartered Accountants,
and Registered Auditors,
3C Centrepoint Business Park,
Oak Road,
Dublin 12.

BANKERS

AIB,
40/41 Westmoreland Street,
Dublin 2.

THE PSYCHOLOGICAL SOCIETY OF IRELAND (LIMITED BY GUARANTEE) DIRECTORS REPORT

The Directors present their annual report and audited accounts for the year ended 31st December 2009.

PRINCIPAL ACTIVITIES AND REVIEW OF THE COMPANY'S ACTIVITIES

The company's principal activity consists of the advancement of Psychology as a pure and applied science, and as a profession in Ireland and elsewhere.

RESULTS FOR THE PERIOD AND STATE OF AFFAIRS AS AT 31ST DECEMBER 2009

The results for the year are set out in the financial statements on pages 7 to 12. The company had a loss before taxation of €51,517 (2008 - €7,696) on its activities for the year. Due to its charitable status, the company is exempt from taxation on its profits.

DIVIDENDS

The payment of dividends is not permitted under the company's Memorandum of Association.

DIRECTORS AND SECRETARY

Mark Latimer and Neil Pender were appointed directors, and Mitchel Fleming retired. Mark Latimer replaced Dr Ladislav Timaluk as secretary. There were no other changes of director or secretary during the year or between the balance sheet date and the date of this report.

AUDITORS

Smith & Co. Chartered Accountants & Registered Auditors, have expressed their willingness to continue in office in accordance with Section 160(2) of the Companies Act 1963.

ON BEHALF OF THE BOARD



Patrick Holahan Director



Mark Latimer Director

Date: 16th October 2010.

THE PSYCHOLOGICAL SOCIETY OF IRELAND (LIMITED BY GUARANTEE) STATEMENT OF DIRECTORS' RESPONSIBILITIES

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the directors are required to :

- select suitable accounting policies and apply them consistently;
- make judgements that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2009. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud.

The measures taken by the directors to ensure compliance with the requirements of Section 202, Companies Act, 1990, regarding proper books of account are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The books of account of the company are maintained at CX House, 2A Corn Exchange Place, Dublin 2.

ON BEHALF OF THE BOARD



Patrick Holahan Director



Mark Latimer Director

Date: 16th October 2010.

AUDITORS' REPORT TO THE MEMBERS OF THE PSYCHOLOGICAL SOCIETY OF IRELAND (LIMITED BY GUARANTEE)

We have audited the financial statements on pages 7 to 12 which have been prepared under the historical cost convention and the accounting policies set out on page 8.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As described on page 4 the company's directors are responsible for the preparation of the financial statements in accordance with applicable law. It is our responsibility to form an independent opinion, based on our audit, on those statements and to report our opinion to you.

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act, 1990. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Our responsibility is to audit the financial statements in accordance with the relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland applicable to Smaller Entities, and are properly prepared in accordance with the Companies Acts, 1963 to 2009. We also report to you whether in our opinion: proper books of account have been kept by the company; whether at the balance sheet date, there exists a financial situation requiring the convening of an extraordinary general meeting of the company; and whether the information given in the directors' report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit, and whether the financial statements are in agreement with the books of account.

We also report to you if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not disclosed and, where practicable, include such information in our report.

We read the directors' report and consider the implications for our report if we become aware of any apparent misstatements within it.

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

OPINION

In our opinion the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland applicable to Smaller Entities, of the state of company's affairs as at 31st December 2009 and of its loss for the year then ended and have been properly prepared in accordance with the Companies Acts 1963 to 2009.

We have obtained all the information and explanations we consider necessary for the purpose of our audit. In our opinion, proper books of account have been kept by the company. The financial statements are in agreement with the books of account. In our opinion, the information given in the Directors' Report on page 3 is consistent with the financial statements. The company is limited by guarantee and does not have issued share capital, accordingly the provisions of Section 40(1) of the Companies (Amendment) Act 1983 do not apply.

Smith & Co.
Chartered Accountants and Registered Auditors.
3C, Centrepoint Business Park,
Oak Road,
Dublin 12.

Date: 16th October 2010.

**THE PSYCHOLOGICAL SOCIETY OF IRELAND
(LIMITED BY GUARANTEE)
PROFIT & LOSS ACCOUNT
YEAR ENDED 31ST DECEMBER 2009**

	NOTE	€	2008 €
Profit/(Loss) on Ordinary Activities Before Taxation	2	(51,517)	(7,696)
Taxation		0	0
Profit/(Loss) on Ordinary Activities After Taxation		<u>(51,517)</u>	<u>(7,696)</u>
Profit /(Loss) Brought Forward		585,101	592,797
Profit/(Loss) Carried Forward		<u><u>533,584</u></u>	<u><u>585,101</u></u>

There are no recognised gains or losses in the current or proceeding financial year other than those dealt with in the Profit/(Loss) for the year.

ON BEHALF OF THE BOARD



Patrick Holahan



Mark Latimer

The notes on pages 9 to 11 form part of these accounts.

**THE PSYCHOLOGICAL SOCIETY OF IRELAND
(LIMITED BY GUARANTEE)
BALANCE SHEET AS AT 31ST DECEMBER 2009**

	NOTE	€	2008 €
FIXED ASSETS			
Tangible Fixed Assets	6	<u>38,455</u>	<u>32,551</u>
CURRENT ASSETS			
Debtors & Prepayments		5,239	142,114
Cash at Bank and at Hand	4	<u>667,447</u>	<u>588,347</u>
		672,686	730,461
CREDITORS:(AMOUNTS FALLING DUE WITHIN ONE YEAR)			
	5	<u>151,819</u>	<u>152,174</u>
NET CURRENT ASSETS / (LIABILITIES)		<u>520,866</u>	<u>578,287</u>
TOTAL NET ASSETS/(LIABILITIES)		<u><u>559,321</u></u>	<u><u>610,838</u></u>
Represented By			
CAPITAL AND RESERVES			
Capital Reserves		21,353	21,353
Revenue Reserves		4,384	4,384
Profit & Loss Account		533,584	585,101
		<u>559,321</u>	<u>610,838</u>

ON BEHALF OF THE BOARD



Patrick Holahan



Mark Latimer

The notes on pages 9 to 11 form part of these accounts.

THE PSYCHOLOGICAL SOCIETY OF IRELAND (LIMITED BY GUARANTEE) NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31ST DECEMBER 2009

1. ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

a) Basis of Preparation

These financial statements are prepared in accordance with generally accepted accounting principles under the historical cost convention, and comply with the financial reporting standards of the Accounting Standards Board, as promulgated by the Institute of Chartered Accountants in Ireland.

b) Cash Flow Statement

The company meets the size criteria for a small company set by the Companies (Amendment) Act 1986 and therefore, in accordance, with FRS 1:Cashflow Statements, it has not prepared a cash flow statement.

c) Fixed Assets and Depreciation

Fixed assets are stated at cost less accumulated depreciation. Depreciation is calculated to write off the assets over their estimated useful lives at the following rates:

Computers	20% Per Annum Reducing Balance
Fixtures & Fittings	20% Per Annum Reducing Balance

2. PROFIT/(LOSS) ON ORDINARY ACTIVITIES BEFORE TAXATION

The profit/(loss) on ordinary activities before taxation is arrived at after charging :

	€	2008 €
Auditors Remuneration	3,000	3,000
Directors Remuneration	0	0
Depreciation	9,614	8,137
Staff Costs (Note 3)	<u>259,188</u>	<u>301,292</u>

THE PSYCHOLOGICAL SOCIETY OF IRELAND
(LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31ST DECEMBER 2009

3. STAFF COSTS

	€	2008 €
<i>Employee costs during the period amounted to:</i>		
Wages and Salaries	229,139	283,346
Pensions	6,667	0
Social Welfare Costs	23,382	17,946
	<u>259,188</u>	<u>301,292</u>

The average number of persons employed by the company during the year was:

Administration	<u>5</u>	<u>6</u>
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4. CASH AT BANK & AT HAND

Psychological Society of Ireland	667,447	587,034
SIG/Divisions	0	1,313
	<u>667,447</u>	<u>588,347</u>

5. CREDITORS : (AMOUNTS FALLING DUE WITHIN ONE YEAR)

Trade Creditors and Accruals	107,140	139,520
Bank Overdraft	0	0
Payroll Taxes	44,680	12,654
	<u>151,819</u>	<u>152,174</u>

**THE PSYCHOLOGICAL SOCIETY OF IRELAND
(LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31ST DECEMBER 2009**

6. TANGIBLE FIXED ASSETS

COST OR VALUATION	Computers €	Fixtures & Fittings €	Total €
Balance 1st January 2009	95,729	23,328	119,057
Additions	14,801	717	15,518
Balance 31st December 2009	<u>110,530</u>	<u>24,045</u>	<u>134,575</u>
 ACCUMULATED DEPRECIATION			
Balance 1st January 2009	71,705	14,801	86,506
Charge for the period	7,765	1,849	9,614
Balance 31st December 2009	<u>79,470</u>	<u>16,650</u>	<u>96,120</u>
 NET BOOK VALUE			
Balance 31st December 2009	<u>31,060</u>	<u>7,395</u>	<u>38,455</u>
Balance 31st December 2008	<u>24,024</u>	<u>8,527</u>	<u>32,551</u>

7. APPROVAL OF ACCOUNTS

The final accounts were approved by the Directors on 16th October 2010.

**THE PSYCHOLOGICAL SOCIETY OF IRELAND
(LIMITED BY GUARANTEE)
INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 31ST DECEMBER 2009**

	€	2008 €
Income		
Annual Subscriptions	420,831	444,711
Other Income	126,458	107,849
	<u>547,289</u>	<u>552,560</u>
 Less: Overheads		
Audit & Accountancy	12,215	7,258
Advertising & Promotion	5,287	3,136
Council/Committee/Staff Meeting & Travel Expenses	72,529	58,238
Insurance	5,605	4,549
Legal & Professional Fees	26,724	26,562
Printing, Postage & Stationery	143,592	71,944
IT & Computer	6,798	7,354
Pensions	6,667	0
Rent & Rates, Light & Heat	39,809	50,383
Repairs & Maintenance	5,526	3,032
Subventions & Affiliations	1,097	8,555
Sundry	5,308	4,405
Salaries	252,521	301,292
Telephone & Internet	5,514	5,411
Depreciation : Computers	7,765	6,006
Depreciation : Furniture	1,849	2,131
	<u>598,805</u>	<u>560,256</u>
 SURPLUS/(DEFICIT) OF INCOME OVER EXPENDITURE	<u>(51,517)</u>	<u>(7,696)</u>



Cumann Síceolaithe Éireann

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