

Annual Report

2016



Cumann Síceolaithe Éireann

www.psychologicalsociety.ie

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01 2016 Organisational Review



***“Coming together
is a beginning;
keeping together
is progress;
working together
is success”***

Henry Ford



Message from the President

Dr Anne Davis

Dear Colleagues,

Welcome to the new format for the PSI Annual Report. During 2015, a motion was approved at the Annual General Meeting to change the terms of office to align these with the financial year and so for this year only the current Council and officers held those positions from November 2015 until December 2016.

This year has been a time of change as we have welcomed our new CEO Terri Morrissey who has brought her expertise and talent to help our organisation grow and it has been my great pleasure to work alongside her throughout my term in office. Terri and I, along with members of Council and others, worked on the very unglamorous but necessary scaffolding that keeps PSI running both organisationally and legally in terms of updating our Memorandum and Articles of Association, along with policies and procedures relating to finance and governance. In these days when organisations with charitable status are coming under increasing scrutiny, we considered it important not only that we continue to run the organisation with integrity (as it had been), but also that we were able to show that.

My motivation for becoming President of the PSI was to bring people together in order to work for the good of the organisation. To that end, Terri and myself travelled to Cork, Galway and Athlone where we hosted 'In Conversation' events, as well as two in Dublin. Those that attended had many suggestions including more Continual Professional Development provision and from this we were pleased to appoint a new member of staff as the Professional Learning and Development Co-ordinator in September 2016, and look forward to the growth of this service countrywide.

It has been satisfying to see that many of the members we met on our travels have become more involved with the PSI on some level since those meetings and our hope is that they will continue this involvement over time.

We have also been aware that we are closer now to the opening of the register for psychologists by CORU and have been working to prepare for that. With this in mind, it was decided that we would move from Registered Membership to Chartered Membership as the term 'Registered' would no longer be available for us to use. This change comes into effect from 01 January 2017 and we are confident that being Chartered with the PSI will give prospective employers confidence in the standard of training and experience that this title will bring.

The final issue I would like to mention was the work to bring equality of employment opportunity for suitably qualified psychologists. Myself and other PSI representatives were very pleased to work with the HSE in a review of their recruitment policies. The outcome of this review was that more psychologists were deemed eligible to apply for positions within the HSE, which I believe will ultimately be beneficial to the service users of the mental health services in Ireland. I understand that there are still outstanding issues from that review but please be assured that PSI is still working on your behalf on these.

Finally, I would like to mention the staff at head office for their unfailing helpfulness and support during my year as President, thank you.

Anne Davis



Report from the Honorary Secretary

Dr William Kinsella

Dear Members,

From an administrative perspective, the year of 2016 was a busy year for the Council of PSI, with the implementation of numerous changes, revisions and reforms.

The Annual General meeting (AGM) was held in September 2016. This was a break with tradition, as the AGM had traditionally been held during the Annual Conference, which takes place in November each year. This change was imposed on PSI by virtue of the fact that, in order to comply with the regulations of the Registered Companies Office, the AGM must take place within nine calendar months of the end of the financial year. Because the financial year ends in December, the AGM must, therefore, be held by the end of September each year. The AGM was very well attended, the attendance being boosted by the fact that a very good CPD event was organised for members in tandem with the AGM. There was a lot achieved at the AGM, most notably the passing of approximately 40 motions dealing with updating and revising the Memorandum and Articles of Association of the Society. Many of these motions and issues were historical, which had been deferred from previous AGMs. As a consequence of discussions at the AGM, a Finance Subgroup has been formed to add an additional forum for consultation in relation to financial matters. It should

be noted that the operating finances of PSI improved considerably during the year 2016, which predated the formation of the Finance Subgroup. However, this additional layer of consultation in relation to financial matters is welcomed by all.

A new Governance Handbook has been compiled which sets out the roles and responsibilities of officers of the Council of PSI and of various subgroups within Council, as well as the roles and responsibilities of officers of Divisions and Special Interest Groups. New protocols have been developed for the appointment of personnel to various roles within PSI and within Council, including a new protocol for selecting the President Elect. New procedures have been put in place to enhance communication between Council and Divisions and Special Interest Groups (SIGs), including regular meetings between Chairs of Divisions and SIGs and the CEO and Membership Secretary. Each Division and SIG now has a designated person on Council to act as conduit of information between Council and these entities.

Administratively, it thus has been a busy and productive year at Council level and this work will continue in order to ensure that PSI and the Council of PSI provide the best possible service to members.

William Kinsella



Report from the Chief Executive Officer

Terri Morrissey

Dear Members,

2016 was a year of change and transition for the Society. There were changes in the composition of the team in Grantham House and a refocusing of activities and priorities. Many routine operations were streamlined and put online, including membership applications, online payments and event registrations. The Employee Handbook and contracts were developed and agreed. The finances of the Society were tightened and new controls put in place on spending in order to redress the previous years' losses. Planning and budgeting was introduced for all proposed activities along with follow up, monitoring and evaluation. Corporate Governance was strengthened with the production of the Draft Governance Handbook.

Quarterly meetings were established with the Chairs of the Divisions and Special Interest Groups to work together and review activities. The Annual Conference took on a new look with themed content and social events. The Conference also saw the launch of the 'Inspire Sessions' which proved hugely successful.

The Memorandum of Understanding, between the PSI and the BPS, which was signed at the Conference in 2015, started to become a living document with the first meeting between the Chairs and CEOs of both organisations taking place in August and a second meeting to build on ideas taking place at the PSI Conference in November. Work was progressed on mutual recognition, learning sharing, joint position papers and events. The Learning and Development Officers of both Societies exchanged ideas and visits later in 2016.

PSI received much media coverage during the year with regular slots, articles and also interviews on radio stations across the country. Autumn public talks were also a great success and attracted large audiences. All of these activities helped to raise the profile and develop awareness among the pub-

lic of the importance of psychology and psychological knowledge.

I was pleased to accompany the President Dr Anne Davis on her In Conversations sessions around the country and also to work with the Coaching Group to launch the Coaching Peer Supervision Handbook. 2016 also saw the development of the Mentoring System for members and thanks to Stephanie Duffy and Emmeline Gillen for their work on the Guidelines.

With change and transition comes a degree of uncertainty. There was much debate about the imminence or otherwise of the state regulator CORU and the likely impact. We engaged with research carried out by CORU during the summer of 2016 to help inform their strategy and approach. Thanks to Mitchel Fleming for his work in this area. This engagement proved very rewarding and helped build relationships between the bodies for the future. Other stakeholder relationships also developed included: The Health and Social Care Professionals Association; the HSE; Mental Health Reform Group and the universities and third level colleges. Negotiations commenced and reached an advanced stage with the Irish Association of Counsellors and Psychotherapists to develop an MOU.

I wish to thank all the members of the team who helped make this happen and did great work behind the scenes to ensure the effective and efficient operation of the Society over the year: Lisa Stafford; Loretta Fahey; Gráinne Nic An Mháistir; Olga Dekina and Agata Western.

I am looking forward to 2017 and further growth and development of the Society.

Terri Morrissey



Report from the Membership Secretary

Vincent McDarby

Dear Members,

The imminent arrival of statutory registration of psychologists brings with it unique challenges for the PSI, and with this in mind, recruitment and retention of PSI members was one of my key priorities as Membership Secretary in 2016, as it had been for 2015. Further to this, Terri Morrissey, CEO of the PSI, and myself have been focused on member engagement and return on investment for members. Divisions and Special Interest Groups are a significant source of member engagement for the Society and in 2016 we initiated a number of projects to better support and develop Divisions/Interest Groups. In particular, we introduced quarterly meetings with the chairs of all the Divisions/Interest Groups. The purpose of these meetings was to facilitate communication between the Divisions/Interest Groups themselves and with the Society in general. We also provided each Division/Interest Group with their own PSI Council representative, in order to create a direct line of communication between each Divisions/Interest group and the PSI Council. 2016 also saw the creation of one new Special Interest Group, the Special Interest Group in Suicide and Self-Harming Behaviour, and the initial ground work for the creation of a Division of Psychotherapy. Further endeavours to further member engagement in 2016 included the launch of the PSI Mentoring Scheme, the inauguration of the 'Inspire Sessions' at the PSI Conference and the initiation of a project to completely overhaul the PSI website.

During 2016 I was part of the very valuable work that is carried out on behalf of the Society by the Membership, Qualifications and Registration Committee (MQRC), who process the membership applications on behalf of the Society. This includes clarifying entry requirements, working with applicants to complete applications and examining applications from other jurisdictions

where equivalence is sought in training and qualification. In 2016, the process of applying for Graduate Membership of the Society was migrated online for graduates of accredited courses in Ireland and the UK. This significant piece of work was overseen by Dr Margaret McGinley, Chair of the MQRC, and has expedited the process of applying for membership of the PSI for these graduates, while still ensuring the same high standards are maintained. I want to pay particular tribute to Margaret and the MQRC for the immense work they do to facilitate admission to the Society while ensuring standards are maintained.

At the 2016 AGM I put forward a motion, which was overwhelmingly passed, to replace the term "Registered Member" and "Registered Psychologist" in the PSI's Memorandum and Articles of Association to "Chartered Member" and "Chartered Psychologist", respectively, and consequently change the letters associated with the title from "Reg. Psych. Ps.S.I." to "C. Psych. Ps.S.I." This was done in anticipation of the imminent establishment of the Psychologists Registration Board by CORU. Once this board has been established, the title "Registered Psychologist" will refer solely to psychologists registered with CORU and it would not be possible for any other body or professional organisation to use the title "Registered Psychologist". As such, starting in 2017, all practicing certificates issued by the PSI will be adjusted to reflect this change in title. In addition, the PSI's "Register of Members" has been changed to the "Directory of Chartered Members" and the Membership Qualifications and Registration Committee (MQRC) will become the Membership Qualifications and Chartership Committee (MQCC).

A handwritten signature in blue ink, appearing to read 'V. McDarby', written in a cursive style.

Report from the Membership Qualifications and Chartership Committee (MQCC)

The members of the Committee during 2016 were Margaret Daly McGinley (Chair), Damian Davy (Minutes Secretary), Aoife Moran, Nicky O’Leary, Elisabetta Petitbon, Thomas Waldmann, and Vincent McDarby (PSI Membership Secretary).

During 2016, the Committee met nine times and considered applications for Graduate membership, Registered membership, and Associate Fellowship of the Society. MQCC makes recommendations to Council for these categories of membership.

During 2016, a major change took place in regard to the processing of Graduate membership when the Committee facilitated online processing for applicants. Applications without PSI accredited qualifications, mainly from overseas, continue to be individually processed by the Committee. Not all applications are successful and there is a small number of applications for Graduate and Registered which are declined.

As per the information in Vincent McDarby’s Membership Secretary Report, from January 2017 Registered membership will be designated as Chartered membership, and the Committee will be known as the Membership, Qualifications and Chartership Committee (MQCC). The title in use will be Chartered Psychologist of the Psychological Society of Ireland (C. Psychol PsSI). These changes were passed at the Society’s AGM in Autumn 2016.

Both the online processing of Graduate membership and the adoption of Chartered membership necessitated amending and updating the information, guideline documents, application forms and procedures.

Towards the end of 2016, it was agreed with Council that the MQCC would be responsible for the final ratification of applications, and that appeals to MQCC decisions could be made to Council. Applicants are contacted electronically by the office either immediately for online applications or in respect of individually processed applications, shortly after the MQCC meetings. The MQCC greatly values the input of all the PSI staff in dealing with queries from applicants, and queries continue to be a regular part of the Committee’s correspondence.

I would like to pay tribute to all the above members of the Committee who have contributed their skills and dedication to the work of MQCC, for several years. Their wide range of expertise and experience continues to be invaluable.

We wish to thank the PSI Council for their support, especially the Membership Secretary, Vincent McDarby, who works on both the MQCC and PSI Council.

Margaret D McGinley



Report from the Honorary Treasurer

Dr Margaret O' Rourke

The accounts for 2016 are outlined on pages 19 to 32.

The company's net assets are €473,744, an increase of €100,604, and profit is €109,293, an increase of €81,996 on 2015, while the tangible assets have depreciated to €140,379, a reduction of €27,506 since 2015. However, the reduction on the fixed assets is offset by the increase in the cash reserves. We started the year with the aim of improving the financial stability of the company by increasing the asset base and profitability. Our strategy was to work on improving the financial position of the Society through tight financial controls, new procedures, protocols and processes for ongoing monitoring of income and expenditure. We believe that this strategy has been largely successful and will continue our efforts and continue to monitor and review through Council.

Membership income was up on previous years. This was in large part due to the efforts of our members encouraging new members and the team in developing a number of new membership services. I would like to extend a warm welcome to new members and special thanks to all, including Vincent Mc Darby, Membership Secretary, for making the process easy, transparent and welcoming. Our drive to build and extend the membership will continue for future years, especially with the advent of CORU and the need to retain and grow membership.

Whilst the income from learning and development was down on 2015 profitability was significantly higher due to the new system of budget control, which will see its full effect in coming years as it was only introduced halfway through the year.

Investment on the upgrading of infrastructure continued in 2016 with the introduction of online registration and learning log recording, new systems and processes for budgeting, financial control and monitoring. Further developments have been planned for 2017 to include a revamped website, enhanced membership renewal processes and streamlined accounting processes.

In conclusion, I would like to thank the team for their dedication and assistance, sometimes during disruptive changes to systems, throughout 2016. Their ongoing flexibility has helped ensure the smooth transition to new systems and processes which will continue into 2017.

Thank you also to our members who worked on behalf of the Society in a voluntary capacity during my year as Honorary Treasurer.

We will continue to work hard to build our assets whilst at the same time giving value, transparency and gratitude to our members.

A handwritten signature in blue ink that reads "Margaret O'Rourke".

02 2016 Society Life



Society Awards

Since the founding of the PSI in May 1970, a number of various awards have been bestowed on PSI members, as well as non-members of the Society. Such awards include the PSI Honorary Fellowship, the Deirdre McMackin Award, Presidential Citations, and the PSI Poster Presentation Awards.

Up until November 2016, only three Honorary Fellowships had been awarded so it was with great pleasure that the Society awarded its fourth Honorary Fellowship at the 2016 PSI Annual Conference in Athlone. The deserving recipient was Dr Ethna Swan, one of PSI's founding members. The award marked, and honoured, Ethna's outstanding contribution to the Society since its founding. Ethna joins Ann Jevens, Sathasivian Cooper, and Patrick Holahan on the list of PSI Honorary Fellows.



Dr Ethna Swan (L) receiving her Honorary Fellowship award from PSI President Dr Anne Davis (R)

The 2016 Conference also provided the opportunity for the judging and presenting of the PSI Poster Presentation Awards. Posters presented as part of the Annual Conference are eligible to be considered in the Professional and Academic categories to win a PSI Poster Presentation Award. With over 60 posters on display at the 2016 PSI Annual Conference it meant there was much competition amongst poster presenters. Valerie Twomey was chosen as the winner in the Professional category for her poster presentation entitled *An examination of perceived experience of healthcare services with patients with chronic disease in Ireland*.

Muireann O'Donnell collected the Student Poster Presentation award for her poster with John Bogue, Kiran Sarma and Padraig MacNeela, which was entitled *Children and adolescents with harmful sexual behaviour: The lived experience of their parents and guardians*.



Winner of the Professional Poster Presentation category Valerie Twomey (L) pictured with PSI President Dr Anne Davis (R)



Winner of the Student Poster Presentation category Muireann O'Donnell (L) pictured with PSI President Dr Anne Davis (R)

The Annual General Meeting and President's Breakfast

The Annual General Meeting (AGM) date was changed from the Conference to a standalone event in September.

As part of that change, on the morning of Saturday 17 September, before the AGM commenced, PSI President Dr Anne Davis met a number of Society members for breakfast to thank them for their work during the year. Those invited to the President's Breakfast included Council members as well as representatives of:

- Divisions and Interest Groups
- The Board of Professional Conduct (BPC)
- Panels for accreditation and validation
- The Communications and Human Resource (HR) Subgroups
- The Annual Conference Committee
- The Scientific Affairs Board (SAB)

As part of the President's Breakfast Dr Richard Plenty gave a presentation on the importance and meaning of respect in psychology and in practice. Through his work with a portfolio of clients, Richard's practice as a leadership and development consultant is informed by psychology and also by a focus on enacting corporate values.



Dr Richard Plenty - Speaker at the President's Breakfast

Richard shared many business cases highlighting collaboration and engagement which can lead to solid business results, and included in his presentation a number of challenges for psychology:

- How to treat our client with respect: ask not what is the matter with you, but what matters to you
- How to influence politics and political decision making more for the benefit of citizens
- How to treat each other with respect, valuing diversity of approaches and perspectives in psychological methodology, models and practice

The President's Breakfast was followed by the 2016 Society AGM, which saw voting take place for new members of Council and also on amendments to the Memorandum and Articles of Association.



Margaret O' Rourke, Paul D'Alton, Caroline Conlon, Kevin Keane, and Fiona Moane stepped down from the end of 2016. Ian O' Grady was re-elected for a further three year term with Ciara Keogh, Colm O' Tuathaigh, and Maria Dempsey newly elected.

A large number of motions were taken due to outstanding issues from previous AGMs. All motions were carried. These were incorporated in the revised Memorandum and Articles of Association.

Excellent feedback was received from delegates at the President's Breakfast and the AGM. Delegates appreciated the opportunity to meet with their counterparts from other Divisions, Interest Groups and Committees, as well as appreciating the prospect of speaking to Council members on various issues and AGM agenda items.

In Conversation

As part of her term as PSI President during 2016, and inspired by Colm O' Gorman's keynote speech on public discourse at the 2015 PSI Annual Conference, Dr Anne Davis was keen to get out and meet PSI members around the country. The In Conversation meetings plan was undertaken by Anne with the help of PSI CEO Terri Morrissey, and saw a number of meetings take place between April and June:

-  **04 April - Dublin**
-  **13 June - Cork**
-  **14 June - Galway**
-  **15 June - Athlone**
-  **20 June - Dublin** (with PSI Past Presidents)



PSI members were invited to meetings, with the following four questions being asked of attendees:

- 1. What PSI means for you?**
- 2. What PSI can do for you?**
- 3. What you can do for PSI?**
- 4. What PSI can do for the public?**

A great level of engagement and discussion took place with valuable feedback being gained from each meeting.

When attendees were asked **What does PSI mean for you?** and **What PSI can do for you?** their answers included the following:

- Professional body for members
- Validation of profession
- Professional development
- Networking and belonging
- Confidence in role
- Divisions and interests
- A voice

When asked **What more PSI could do?** the following feedback was garnered:

- More public awareness and speaking out
- More courses and CPD
- Record talks/website blogs
- Produce more policies and statements
- Come out of "silos", less division between groups
- Work with CORU/HSE
- "We are more than an illness model"

Attendees considered the third question, **What can you do for PSI?**, and responded with:

- Local groups
- More networking
- Get involved in conference
- Promote research
- Host events/regional events
- Not sit on sidelines and moan
- The I in PSI

The final question, **What PSI can do for the public?**, gave a good insight into what PSI members feel that they, as psychologists, can offer the general public:

- Statements to media/articles in the press
- Support public events
- Social justice
- Responsibility to make a difference
- Promote positive psychology

The In Conversation events showed a general hunger for more of these types of conversations; more opportunity for members to air their views; gather together; cross disciplines and boundaries and hear other perspectives.

Coaching Supervision Handbook Launch

October 2016 saw the first handbook for coaching supervision launched by PSI. Members of the Division of Work and Organisational Psychology Coaching Psychology Group (DWOPCPG) were responsible for the handbook, *Self-Directed Programme for Peer Supervision and Group Supervision in Coaching Practice*, which outlines the core competencies required for successful coaching supervision and highlights the role of supervisor and supervisee.

At the official launch on 01 October the publication was welcome by PSI CEO Terri Morrissey as “a significant contribution to knowledge about practice” and she hoped that the handbook would be followed by other publications from the PSI members.

Joan Tiernan, Chair of DWOPCPG, also spoke at the launch about the work of the group who had produced the Handbook and the importance of supervision in practice.

Michael Carroll, a well-respected authority on coaching supervision, was invited to officially launch the handbook and also to speak to attendees. Michael dealt with the need for self reflection in coaching; challenging one’s assumption and expectations as a supervisor and a supervisee and coach. The ability to question our own belief systems preferences, expectation, prejudices, attitudes and pre-dispositions and how these might interfere in the client coach relationship is critical to successful coaching practice.

In launching the handbook Michael was joined by Dr Marie Murray, PSI Council member, who wholeheartedly welcomed the handbook. Marie spoke about the need for more such publications from the Society and praised the contributors for their excellent production.



Speaker Michael Carroll (pictured second from the left) with members of the DWOPCPG at the Handbook launch

Autumn Winter Public Lecture Series

During the period of September to December 2016, the Communications Subgroup of the PSI Council put together a series of public lectures to promote psychology and the Society.

With World Suicide Presentation Day taking place in September, suicide prevention was the chosen theme for the two lectures that took place on 01 and 22 of September. PSI member Daniel Flynn presented the first lecture of the series. Daniel's lecture, *Connected: Advances in tackling suicide and self harm in Ireland*, brought an enthusiastic audience through an understanding of suicide and self-harm in Ireland, an overview of dialectical behaviour therapy (DBT), and an understanding of why some individuals engage in self-harm behaviours as a way of coping.



PSI CEO Terri Morrissey (L) pictured with Daniel Flynn (R) before public lecture on 01 September

This was followed up later in the month by the next lecture in the series, *Parenting depressed and suicidal adolescents*, from Professor Gary Diamond who also ran three days of training at the PSI offices. Professor Diamond's talk described the type of parenting associated with healthy adolescent development and ways in which parents can work to reduce some of the risk factors associated with adolescent depression and suicidal thoughts. Overall Professor Diamond's engaging public talk, in combination with the training, was a valuable addition to the range of evidenced based interventions available to Irish clinicians and was educational for parents in need of support.



Attendees at Professor Gary Diamond's public lecture

October saw the public lecture theme change to social anxiety and the Society was delighted to have PSI member Odhran McCarthy, and founder of Social Anxiety Ireland, as the speaker. Odhran's lecture, *Let's talk about social anxiety*, took place on 10 of October to mark World Mental Health Day. Odhran was joined by Róisín McGinley who is a former group participant of Social Anxiety Ireland. Róisín captivated the audience with her off-the-cuff, note-free, ad-lib tale of personal triumph over adversity.



Odhran McCarthy (L) addresses the audience whilst Róisín and Seán McGinley speak about social anxiety

The public lecture in November took place on the eve of the 47th PSI Annual Conference in Athlone and was delivered by PSI member Dr Tony Bates. The lecture, *Identity: When to hold on, when to let go*, complimented the Conference theme of iden-



Dr Tony Bates addresses delegates at the November public lecture

tity and explored the dialectic of finding and letting go a sense of identity through adolescence, adulthood and later life. The presentation from Tony proved to be an attractive event for Conference delegates as well as people in the Athlone area.

The Autumn Winter Public Lecture Series concluded with a lecture from PSI member Professor Brian Hughes. This lecture was entitled *Psych-illogical: How Bad Science Threatens To Ruin Psychology* and examined the extent to which imperfect science threatens the impact and credibility of psychology, and argued that society at large stands to gain when psychologists promote and defend scientific standards.



PSI member Professor Brian Hughes sketched as he speaks to the audience at the December lecture

Over all, the 2016 PSI Autumn Winter Public Lecture Series proved to be a resounding success and it is hoped that 2017 will offer more opportunity for PSI to host public events making psychology accessible to all.

Annual Conference

2016 played host to the 47th Annual Conference of the Psychological Society of Ireland with the Athlone Sheraton Hotel being the venue. The Society was honoured to have Ms Helen McEntee, T.D., Minister of State for Mental Health and Older People, officially open the Conference. With the theme of the Conference being identity, the keynote speaker presentations all centred around the theme:

- *“There is nothing absolute about this identity of mine” - Identity and self report presented by Professor Peter Saville*
- *The Benefits of Stress presented by Professor Ian Robertson*
- *The importance of methods for researching identity presented by Professor Wendy Holway*



Minister Helen McEntee opens the 2016 PSI Annual Conference



Keynote speaker Professor Peter Saville

A number of changes were evident at the 2016 Annual Conference in comparison to previous years such as the number of parallel streams available, an overall Conference theme, the introduction of the PSI *Inspire Sessions*, as well as a themed Great Gatsby Gala Dinner. All of the changes introduced by the Conference Committee, led by Dr Michele Coyle, were with the aim of offering delegates something new and refreshing at the Society's flagship event.



Keynote speaker Professor Wendy Holway

Inspire Sessions

In a move to showcase something different to the science and evidence based presentations at PSI Annual Conferences, the Inspire Sessions were introduced to delegates at the 2016 event. The Inspire Sessions at the Conference sought to inform, inspire and excite delegates. The Division of Forensic Psychology (DFP) and the Special Interest Group in Media, the Arts and Cyberpsychology (SIGMAC) were invited to partake in this new PSI initiative, which proved to be both informative and entertaining.

The SIGMAC Inspire Session saw SIGMAC Chairperson Gráinne Kirwan present *Virtual reality in psychological research and therapy*, Claire Howlin present *Why do we dance?*, and the Session being completed by Nicola Fox Hamilton who spoke on *Fifty shades of grey: The dark side of online romance*.

The Inspire Session from the DFP saw Maïke Le Breton present *On Sick Pedos, Murderers, Junkies and Thugs*, Rioghnach O'Leary deliver *"I ate his Liver with some Fava Beans and a nice Chianti"*, Jeanine De Volder speak on *Parental Alienation and Complex Family Cases: The Truth is Out There!*, and DFP Chairperson Patrick Randall complete the Session with *Experts Under Pressure in Court*.

The Inspire Sessions were a huge success and it is intended to develop them for the 2017 PSI Conference and public events.



Claire Howlin presents at the SIGMAC Inspire Session



SIGMAC Inspire Session presenters (L-R): Nicola Fox Hamilton, Claire Howlin and Gráinne Kirwan



WHO ARE WE WORKING FOR?
WHAT'S OUR ROLE?
WE MUST CENTRE
OURSELVES.
WE ARE IN SERVICE
TO THE COURT.
WE REPORT TO THE Judge.

03

2016 Audited
Accounts



The Psychological Society of Ireland

Trading as The Psychological Society of Ireland

A Company Limited by Guarantee and not having Share Capital

Financial statements

for the financial year ended 31 December 2016

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Directors and other information

Directors	Dr Margaret O'Rourke Dr Anne Davis Dr Michele Coyle Dr William Kinsella
Secretary	Dr William Kinsella
Company number	110772
Registered office	2nd Floor, Grantham House Grantham Street Dublin 8
Business address	2nd Floor, Grantham House Grantham Street Dublin 8
Auditor	Allen Morrissey & Company Hillview House Prosperous Co. Kildare
Bankers	AIB 40/41 Westmoreland Street Dublin 2
Charity Number	7481

Directors report

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2016.

Directors

The names of the persons who at any time during the financial year were directors of the company are as follows: Dr Margaret O'Rourke, Dr Anne Davis, Dr Michele Coyle and Dr William Kinsella.

Principal 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 and the society is a registered charity, CHY 7481

Development and performance

The company have increased the number of members in 2016 and continues to offer Learning & Development (CPD) courses to its members

Principal risks and uncertainties

In July 2017, the CORU Psychologists Registration Board was established. This means that the registration of Psychologists is likely to happen in 2018. The establishment of the Register will change some of the Society's role. This will present both risk and opportunity going forward. The directors confirm that there is an ongoing process for identifying, evaluating and managing the significant risks faced by the company and that it has been in place for the year under review and up to date of approval of the Annual Report and Financial Statements.

Likely future developments

The company intend to continue to engage in any activities which will advance its aims and the development of the profession

Dividends

During the financial year the directors have not paid any dividends or recommended payment of a final dividend.

Accounting records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records 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 accounting records of the company are located at 2nd Floor, Grantham House, Grantham Street, Dublin 8.

Relevant audit information

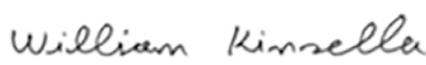
In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of Companies Act 2014:

- so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

This report was approved by the board of directors on and signed on behalf of the board by:



Dr Anne Davis
Director



Dr William Kinsella
Director

Directors' responsibilities statement

The directors are responsible for preparing the directors report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council, and promulgated by the Institute of Chartered Accountants in Ireland. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently
- make judgments and accounting estimates that are reasonable and prudent
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards and
- 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 ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Dr Anne Davis
Director



Dr William Kinsella
Director

Independent auditor's report

We have audited the financial statements of The Psychological Society of Ireland for the year ended 31 December 2016 which comprise the profit and loss account, statement of income and retained earnings, balance sheet, statement of cash flows and related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland.

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. 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.

Respective responsibilities of directors and auditor

As explained more fully in the directors responsibilities statement set out on page 22, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the directors' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2016 and of its profit for the year then ended and
- have been properly prepared in accordance with the relevant reporting framework and, in particular the requirements of the Companies Act 2014.
- Matters on which we are required to report by the Companies Act 2014
- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the directors' report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Brendan Allen

For and on behalf of Allen Morrissey & Company Certified Public Accountants and Statutory Auditors Hillview House, Prosperous, Co. Kildare.

..... September 2017

Profit and loss account

Financial year ended 31 December 2016

	Note	2016 €	2015 €
Turnover	4	835,338	824,522
Cost of sales		<u>(73,689)</u>	<u>(147,039)</u>
Gross profit		761,649	677,483
Administrative expenses		<u>(652,356)</u>	<u>(650,186)</u>
Operating profit	5	109,293	27,297
Profit on ordinary activities before taxation		<u>109,293</u>	<u>27,297</u>
Tax on profit on ordinary activities	7	-	-
Profit for the financial year		<u><u>109,293</u></u>	<u><u>27,297</u></u>

All the activities of the company are from continuing operations.

The company has no other recognised items of income and expenses other than the results for the financial year as set out above.

The notes on pages 27 to 31 form part of these financial statements.

Statement of income and retained earnings

Financial year ended 31 December 2016

	2016 €	2015 €
Profit for the financial year	109,293	27,297
Retained earnings at the start of the financial year	364,451	337,154
Retained earnings at the end of the financial year	<u><u>473,744</u></u>	<u><u>364,451</u></u>

Balance sheet

As at 31 December 2016

	Note	2016 €	€	2015 €	€
Fixed assets					
Tangible assets	8	<u>140,379</u>		<u>167,885</u>	
			140,379		167,885
Current assets					
Debtors	9	44,424		15,949	
Cash at bank and in hand		<u>374,385</u>		<u>295,821</u>	
		418,809		311,770	
Creditors: amounts falling due within one year	11	<u>(43,444)</u>		<u>(106,515)</u>	
Net current assets			<u>375,365</u>		<u>205,255</u>
Total assets less current liabilities			515,744		373,140
Creditors: amounts falling due after more than one year	12		(42,000)		(8,689)
Net assets			<u>473,744</u>		<u>364,451</u>
Capital and reserves					
Profit and loss account	15		473,744		364,451
Members funds			<u>473,744</u>		<u>364,451</u>

The notes on pages 27 to 31 form part of these financial statements.

This report was approved by the board of directors on and signed on behalf of the board by:

Anne Davis

Dr Anne Davis
Director

William Kinsella

Dr William Kinsella
Director

Statement of cash flows

Financial year ended 31 December 2016

	Note	2016 €	2015 €
Cash flows from operating activities			
Profit for the financial year		109,293	27,297
<i>Adjustments for:</i>			
Depreciation of tangible assets		40,587	41,291
(Gain)/loss on disposal of tangible assets		(1,230)	-
Accrued expenses/(income)		(41,365)	(18,548)
<i>Changes in:</i>			
Trade and other debtors		(28,475)	3,257
Trade and other creditors		11,114	4,082
Cash generated from operations		<u>89,924</u>	<u>57,379</u>
Net cash from operating activities		<u><u>89,924</u></u>	<u><u>57,379</u></u>
Cash flows from investing activities			
Purchase of tangible assets		(13,081)	(10,810)
Proceeds from sale of tangible assets		1,230	-
Net cash used in investing activities		<u>(11,851)</u>	<u>(10,810)</u>
Net increase/(decrease) in cash and cash equivalents		78,073	46,569
Cash and cash equivalents at beginning of financial year	10	<u>294,257</u>	<u>247,688</u>
Cash and cash equivalents at end of financial year	10	<u><u>372,330</u></u>	<u><u>294,257</u></u>

The notes on pages 27 to 31 form part of these financial statements.

Notes to the financial statements

Financial year ended 31 December 2016

1. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

2. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in Euro, which is the functional currency of the entity.

Transition to FRS 102

The entity transitioned from previous Irish GAAP to FRS 102 as at 1 January 2015. Details of how FRS 102 has affected the reported financial position and financial performance is given in note 16.

Turnover

Turnover is measured at the fair value of the consideration received or receivable for goods supplied and services rendered, net of discounts

Revenue from the sale of goods is recognised when the significant risks and rewards of ownership have transferred to the buyer, usually on despatch of the goods; the amount of revenue can be measured reliably; it is probable that the associated economic benefits will flow to the entity and the costs incurred or to be incurred in respect of the transactions can be measured reliably.

Revenue from the rendering of services is measured by reference to the stage of completion of the service transaction at the end of the reporting period provided that the outcome can be reliably estimated. When the outcome cannot be reliably estimated, revenue is recognised only to the extent that expenses recognised are recoverable.

Tangible assets

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in profit or loss.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Where investments in non-convertible preference shares and non-puttable ordinary shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in profit or loss. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in profit or loss, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss immediately.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets or either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised in profit or loss immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised in finance costs in profit or loss in the period in which it arises.

3. Limited by guarantee

The company is one limited by guarantee not having a share capital. The liability of each member, in the event of the company being wound up is a maximum of €1.27

4. Turnover

Turnover arises from:

	2016 €	2015 €
Rendering of services	<u>835,338</u>	<u>824,522</u>

The whole of the turnover is attributable to the principal activity of the company wholly undertaken in Ireland.

5. Operating profit

Operating profit is stated after charging/(crediting):

	2016	2015
	€	€
Depreciation of tangible assets	40,587	41,291
(Gain)/loss on disposal of tangible assets	(1,230)	-
Direct expenses	73,689	147,039
Impairment of trade debtors	40	300
Fees payable for the audit of the financial statements	<u>3,000</u>	<u>2,500</u>

6. Staff costs

The average number of persons employed by the company during the financial year, including the directors, was as follows:

	2016	2015
	Number	Number
Administrative	<u>8</u>	<u>8</u>

The aggregate payroll costs incurred during the financial year were:

	€	€
Wages and salaries	239,577	187,864
Social insurance costs	22,781	19,589
Other retirement benefit costs	<u>8,165</u>	<u>11,465</u>
	<u>270,523</u>	<u>218,918</u>

Included in the figure of €239,577, is an amount of €20,000 paid for redundancy settlement.

7. Tax on profit on ordinary activities

No charge to taxation arises due the charitable status of the company. The CHY number is 7481

8. Tangible assets

	Long leasehold property	Fixtures, fittings and equipment	Total
	€	€	€
Cost			
At 1 January 2016	271,192	86,614	357,806
Additions	-	13,081	13,081
Disposals	-	(6,188)	(6,188)
At 31 December 2016	<u>271,192</u>	<u>93,507</u>	<u>364,699</u>
Depreciation			
At 1 January 2016	134,965	54,956	189,921
Charge for the financial year	27,120	13,467	40,587
Disposals	-	(6,188)	(6,188)
At 31 December 2016	<u>162,085</u>	<u>62,235</u>	<u>224,320</u>
Carrying amount			
At 31 December 2016	<u>109,107</u>	<u>31,272</u>	<u>140,379</u>

Tangible assets (continued)

	Long leasehold property €	Fixtures, fittings and equipment €	Total €
Cost			
At 1 January 2015	271,192	75,804	346,996
Additions	-	10,810	10,810
Disposals	-	-	-
At 31 December 2015	<u>271,192</u>	<u>86,614</u>	<u>357,806</u>
Depreciation			
At 1 January 2015	107,845	40,785	148,630
Charge for the financial year	27,120	14,171	41,291
Disposals	-	-	-
At 31 December 2015	<u>134,965</u>	<u>54,956</u>	<u>189,921</u>
Carrying amount			
At 31 December 2015	<u>136,227</u>	<u>31,658</u>	<u>167,885</u>

9. Debtors

	2016 €	2015 €
Trade debtors	10,197	7,828
Prepayments and accrued income	34,227	8,121
	<u>44,424</u>	<u>15,949</u>

10. Cash and cash equivalents

	2016 €	2015 €
Cash at bank and in hand	374,385	295,821
Bank overdrafts	(2,055)	(1,564)
	<u>372,330</u>	<u>294,257</u>

11. Creditors: amounts falling due within one year

	2016 €	2015 €
Bank loans and overdrafts	2,055	1,564
Trade creditors	-	2,023
Pension contributions	1,053	887
Other creditors	-	440
Tax and social insurance: PAYE and social welfare	2,805	5,812
Accruals	21,796	63,161
Deferred income	15,735	32,628
	<u>43,444</u>	<u>106,515</u>

12. Creditors: amounts falling due after more than one year

	2016	2015
	€	€
Designated Funds	2,000	8,689
Fees paid in advance	40,000	-
	<u>42,000</u>	<u>8,689</u>
 The designated Fund is made up as follows:	 2016	 2015
Deirdre McMackin Medal Fund	2,000	8,689

13. Employee benefits

The amount recognised in profit or loss in relation to defined contribution plans was €8,165 (2015: €11,465).

14. Financial instruments

The carrying amount for each category of financial instruments is as follows:

	2016	2015
	€	€
Financial assets that are debt instruments measured at amortised cost		
Trade debtors	10,197	7,828
Cash at bank and in hand	374,385	295,821
	<u>384,582</u>	<u>303,649</u>
 Financial liabilities measured at amortised cost		
Bank and other loans	<u>2,055</u>	<u>1,564</u>

15. Reserves

Reconciliation of capital and reserves

	2016	2015
	€	€
Surplus/ (deficit) for the year	109,293	27,297
Opening Members' Funds	364,451	337,154
Closing members' Funds	<u>473,744</u>	<u>364,451</u>

16. Transition to FRS 102

These are the first financial statements that comply with FRS 102. The company transitioned to FRS 102 on 1 January 2015.

Reconciliation of equity

No transitional adjustments were required.

Reconciliation of profit or loss for the financial year

No transitional adjustments were required.

17. Bank Note

Included in the Cash at bank and in hand balance of € 374,385 is an amount of € 2,000 which relates to the Deirdre McMackin Medal fund.

18. Approval of financial statements

The board of directors approved these financial statements for issue.

THIS PAGE DOES NOT FORM PART OF THE STATUTORY ACCOUNTS.

Detailed profit and loss account

Financial year ended 31 December 2016

	2016 €	2015 €
Turnover		
Annual Subscriptions	617,930	563,943
Annual Conference	58,815	70,507
Accreditation Income	28,365	32,250
Learning & Development	84,528	124,460
Special Interest Groups	1,041	822
Misc. Income	20,773	19,772
Advertising Income	23,825	12,660
Investment Income	61	-
Other income	-	108
	<u>835,338</u>	<u>824,522</u>
Direct Expenses		
Conference Expenditure	(30,357)	(42,260)
Learning & Developments	(43,332)	(104,779)
	<u>(73,689)</u>	<u>(147,039)</u>
Gross profit	<u>761,649</u>	<u>677,483</u>
Overheads		
Administrative expenses		
Wages and salaries	(219,577)	(187,864)
Employer's PRSI contributions	(22,781)	(19,589)
Staff pension costs - defined contribution	(8,165)	(11,465)
Redundancy	(20,000)	-
Staff training	(4,799)	-
Rent, Light & Heat	(84,753)	(97,933)
Insurance	(5,802)	(6,501)
Repairs and maintenance	(5,588)	(306)
Printing, postage and stationery	(117,028)	(171,446)
Advertising	(13,357)	-
Telephone	(7,426)	(7,094)
Computer costs	(23,758)	(15,765)
Subventions & Affiliations	(5,378)	(6,588)
Legal and professional	(16,808)	(29,811)
EFPA	(7,850)	-
Accountancy fees	(1,251)	(2,297)
Auditors remuneration	(3,000)	(2,500)
Bank charges	(18,204)	(19,134)
Doubtful debts	(40)	(300)
General expenses	1,181	(16,640)
Meetings, Seminars & Related Expenditure	(28,615)	(13,662)
Depreciation of tangible assets	(40,587)	(41,291)
Gain/loss on disposal of tangible assets	1,230	-
	<u>(652,356)</u>	<u>(650,186)</u>
Operating profit	109,293	27,297
Profit on ordinary activities before taxation	<u>109,293</u>	<u>27,297</u>



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