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# FOREWORD

When I started my mandate in 2013, I introduced you to my strategic action plan for 2013-2014 with my Presidential Motto:

# CREATIVITY INVOLVEMENT OPENNESS INCLUSION



This Annual Report is the occasion to demonstrate how the motto has been central to EPA's strategies and activities throughout the year 2014 and to show how these have contributed to EPA's mission to improve psychiatry and mental health care in Europe.

The year kicked off with the 22<sup>nd</sup> European Congress of Psychiatry in Munich, Germany, which brought together over 3100 participants from 93 countries.

During 2013 and 2014, a lot of my time was dedicated to bring to reality the decision taken many years ago by the General Assembly to purchase an EPA office in Brussels in order to place EPA geographically closer to the European Union central administrative organs and other European bodies. This work was performed in close collaboration with

EPA internal auditors, the Executive Committee, the Board and French lawyers from Desfilis office and Belgian lawyers from Curia and Laga offices. Several options were proposed and each option required a thorough legal, economic and organisational consultation and analysis. Additionally due to the ongoing work of consolidating the EPA following the creation of the Council of National Society/Associations in 2012, certain options proved unfeasible.

Therefore, a decision was taken to create an establishment unit as a branch office (filial) to the main office in Strasbourg and to start by renting premises at the University Foundation in Brussels in 2015. This choice will give the EPA the possibility to assess effects of lobbying at EU and to promote EPA activities before the final decision is made. One administrative person will be employed there.

The Secretary General and I supported during 2014 the President Elect in the development of the EPA Action Plan 2015-2016, which was subsequently approved by the Board. As a result, new Task Forces on further consolidation of the EPA membership, on models of financing, on the organisation of administrative support for the EPA Offices, along with the further development of the EPA mission, publication policies and other activities have been formed and started to embark upon their missions during the autumn of 2014.

In terms of membership, EPA welcomed three new National Society/Association Members (NPAs) to the Council of NPAs in 2014, bringing it up to 36 members from 33 countries. Additionally, Sweden applied for membership in 2014, joining officially 1 January 2015. In order to integrate and involve the NPAs, I stimulated and supported the organisation of two symposia alongside the national congresses. The first was held on 13-14 November 2014 in Antalya (Turkey) and the second on 11-12 December 2014 in Wisła (Poland).

The Section Committee has been proactive in 2014 in improving collaboration with NPA Sections. A dedicated meeting between the Section Committee and NPAs was held in November in Berlin. 2014 saw the addition of a 20<sup>th</sup> EPA Section on Mental Health and Intellectual Disabilities (MHID). In order to acknowledge the work of Sections, which are the scientific backbone of the EPA, under my mandate, it was decided for the first time ever to award prizes for the best Section Symposia. Five Section Symposia will be awarded 3,000€ each during the Congress in Vienna in 2015.

The Early Career Psychiatrists launched in 2014 new activities through the introduction of the Gaining Experience Programme, allowing four ECPs short observership placements in various psychiatric institutions across Europe. The mPIVAS (mHealth psychoeducational intervention versus antipsychotic-induced side effects) project is progressing on schedule and organised various appreciated cascade educational courses throughout Europe in 2014.

These courses were in addition to the 12 Itinerant Academia CME Courses held in 2014 under the dedicated work of the Committee on Education. This Committee is also responsible for EPA's Academia Summer School, which held its 4<sup>th</sup> edition in Strasbourg in 2014.

Through continuous and innovative education comes good practice and dissemination of recommendations. The EPA Guidance Committee demonstrated this by publishing 4 new EPA Guidance papers in *European Psychiatry*, Vol 29-N° 2 (February 2014).

The Committee on Ethical Issues continued to pursue its work on good practice in ethical issues in psychiatry through the preparation of various activities for future years.

The Ambassador Committee surveyed and formulated criteria for collaboration with other organisations in Europe and on other continents. This was done while developing new contacts and ongoing collaborations with the EU, Council of Europe, WHO, WPA, EBC, ECNP, APA, GAMIAN, EUFAMI, EFPT, UEMS, ECSR and other relevant organisations.

Now, at the end of my mandate, I am pleased to look back on all that has been accomplished not only in 2014 but also in 2013. This would not have been possible without your support and I warmly thank all EPA members as well as the Board, Executive Committee, Council of NPAs and the administrative staff in Strasbourg. I would also like to wish Professor Wolfgang Gaebel a successful mandate as EPA President 2015-2016 in his new office in Brussels, and many more accomplishments for the EPA in the years to come.

Danuta Wasserman

# EPA



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- · Zvi Zemishlany, Israel

### EDITORS-IN-CHIEF OF EUROPEAN PSYCHIATRY, THE JOURNAL OF EPA



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- · Andrea Fiorillo, Italy
- · Reinhard Heun, UK
- · Michael Musalek, Austria
- · Danuta Wasserman, Sweden

# THE 22ND EUROPEAN CONGRESS OF PSYCHIATRY EPA 2014 MUNICH

The 22<sup>nd</sup> European Congress of Psychiatry took place in Munich, Germany from 1-4 March 2014. Over **3100 participants** from **93 countries** joined together in Munich to address the motto "European Psychiatry Focusing on Body and Mind."



#### SCIENTIFIC PROGRAMME

EPA's high-quality, multidisciplinary scientific programme provided a full review of the most important aspects of diagnosis and treatment in psychiatry and of the latest achievements in this field including **highly attended core sessions** such as:

#### ▲ Genetics of Human Memory: From Gene Hunting to Drug Discovery

Chairperson: Patrice Boyer (France)
Speaker: Andreas Papassotiropoulos (Switzerland)

#### ▲ DSM-5, ICD-11, RDOC and the Future of Diagnosis in Psychiatric Practice

Chairperson: Wolfgang Gaebel (Germany) Speaker: Mario Mai (Italy)

## ▲ Progress in Suicide Prevention - What Have We Achieved in the Past 30 Years?

Chairperson: Danuta Wasserman (Sweden)

Speaker: J. John Mann (USA)

## ▲ Psychiatric Assessment before Psychotherapy: Mandatory?

Chairperson: Anita Riecher (Switzerland) Speaker – PRO: Patrice Boyer (France) Speaker – CON: Franz Caspar (Switzerland)

Fifteen Academia Educational Courses, attended by 254 participants, were offered during the Congress. These courses are designed to emphasise learning experiences that actively involve participants and include an opportunity for informal exchange with the faculty.

The 2014 European Early Career Psychiatrists Programme (EECPP) was successful in attracting an increasing number of early career psychiatrists (ECPs) to the Congress. This programme, specially tailored to the needs of ECPs, addressed core issues of psychiatric training in Europe and was facilitated by leading figures in European psychiatry.

# HEALTHY CONGRESS & EPA LOYALTY PROGRAMME

Following the success of EPA's Healthy Congress in 2013 in Nice, EPA 2014 Munich was again a Healthy Congress. Merav Kargman was back with her "7 Minutes a Day" exercise which was much appreciated by participants.

A new feature in Munich was the introduction of EPA's loyalty programme which gave participants who had attended 3 consecutive EPA Congresses a VIP treatment with access to a special lounge and a breakfast with EPA leaders.



#### **ASSOCIATION ACTIVITIES**

The Congress was also the opportunity for all EPA Committees to have meetings. The following meetings were held: Board, Committee on Ethical Issues, Ambassador Committee, Guidance Committee, Early Career Psychiatrists Committee, Section Committee, Section's Coordination, Extraordinary General Assembly and Ordinary General Assembly, Committee on Education and the Council of NPAs.

EPA's Extraordinary and Ordinary General Assemblies met on 2 March, drawing record breaking attendance of 185 EPA members and 25 National Society/Association members. At the Extraordinary General Assembly, a change of statutes was approved concerning voting procedures; the length of mandate of the Steering Committee of the Council of NPAs; internal auditor candidates and start of mandate; and discontinuation of Sections.

The Ordinary General Assembly held Board elections and 8 members were elected: Andrea Fiorillo (Italy); Silvana Galderisi (Italy); Paz Garcia-Portilla (Spain); Philip Gorwood (France); Cécile Hanon (France); Levent Küey (Turkey); Michael Musalek (Austria); Jerzy Samochowiec (Poland). They will take office on 1 January 2015 for a mandate of 4 years.

# EPA COUNCIL OF NATIONAL

# SOCIETIES/ASSOCIATIONS (NPAs)

#### INTRODUCTION

2014 was the second full year of functioning of the EPA Council of NPAs since its establishment in EPA statutes. The Council of NPAs continued its main activities started in 2013 and initiated new projects.



#### **MEMBERS**

The Council welcomed 3 new members in 2014, Croatia, Malta and Ukraine, bringing the 2014 count to 36 Society/Association members from 33 European countries, representing 77,000 psychiatrists:

Austria, Azerbaijan, Belarus, Belgium, Bosnia and Herzegovina, Croatia, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Israel, Italy, Latvia, Lithuania, Malta, The Netherlands, Norway, Poland, Portugal, Romania, Russia, Serbia, Slovak Republic, Slovenia, Spain, Switzerland, Turkey, Ukraine and United Kingdom. Additionally, Sweden applied for membership in 2014, joining officially 1 January 2015.

#### **MISSION**

The mission of the Council of NPAs is to support the general mission of the EPA and promote the highest possible quality of professionals, training and services for psychiatric patient care throughout Europe.

#### MEETINGS AND ACTIVITIES

The Council met twice in 2014 and continued monthly teleconferences of the Steering Committee and of the Council of NPAs.

In March 2014, the Council met in Munich during the 22<sup>nd</sup> European Congress of Psychiatry. Twenty-four of the NPA members were present, as well as EPA President Prof. Danuta Wasserman, EPA President Elect Prof. Wolfgang Gaebel and EPA Secretary for Sections Prof. Michael Musalek. The main outcomes of the meeting were:

- Reporting from the 7 Working Groups:
   Parity issues; Mental health and economic
   crisis; Migration; Brain drain & work
   migration within Europe; Quality of training;
   Recruitment; Public image of psychiatrists
   and psychiatry
- Preparation of the two first EPA Council of NPAs Symposia organised in Turkey and Poland
- Continued collaboration with the Sections, Guidance Committee and Committee on Education

In November 2014, the German Association for Psychiatry, Psychotherapy and Psychosomatics hosted the Council's meeting in Berlin. Twenty-two members were present, as well as EPA President Prof. Danuta Wasserman, EPA President Elect Prof. Wolfgang Gaebel and EPA Secretary for Sections Prof. Michael Musalek. The main outcomes of the meeting were:

- Preparation of the next elections of the Steering Committee 2015-2016
- Reporting from 4 of the Working Groups: Job satisfaction in people working in psychiatry (new title for the Brain drain & work migration within Europe working group); Mental Health and Economic Crisis; Training and Education (regrouping the working groups on Quality of training and Recruitment); Stigma and Image of Psychiatry
- Promotion of EPA Vienna 2015 among NPAs
- Evaluation of the symposia organised in Turkey and Poland
- Continued collaboration with the Guidance Committee and liaison with EPA Sections (joint meeting with EPA Section Committee as part of the Council of NPAs meeting)

EPA Council of NPAs Symposia took place for the first time in 2014. They were held on 13-14 November 2014 in Antalya, Turkey and 11-12 December 2014 in Wisła, Poland; both EPA President Prof. Danuta Wasserman and EPA President Elect Prof. Wolfgang Gaebel participated on behalf of the EPA. The objective of these and future symposia is to enhance international exchanges on current hot topics faced at the national level. The 2014 symposia were met with success, with participation of EPA leaders and 105 participants in Turkey and 438 participants in Poland.

Two surveys were conducted in 2014: one on the next NPA events in the coming years and the other an update on the survey on Ethics in European countries.



# EDUCATION EDUCATION EDUCATION

#### COMMITTEE ON EDUCATION

The EPA Committee on Education, chaired by Dr. Cécile Hanon, EPA Secretary for Education, held its annual meeting on 17 October 2014 in Paris (France). During the meeting, the Committee prepared its annual programme of activities for the next year, including its regular activities such as Academia Educational courses, Itinerant course programme and Summer School, as well as some new initiatives in the field of e-learning and professional development of mid-career psychiatrists.







# EARLY CAREER PSYCHIATRISTS

### EARLY CAREER PSYCHIATRISTS COMMITTEE

The Early Career Psychiatrists Committee (ECPC), chaired by Dr. Martina Rojnic Kuzman and co-chaired by Dr. Alexander Nawka, met on 22-23 November in Strasbourg (France) to discuss the outcomes of its 2014 programme of activities and plan for its 2015 activities, developed by its four Task Forces:

- · Meetings and Associations
- Research
- Professional Development
- Publications



#### GAINING EXPERIENCE PROGRAMME

The Gaining Experience Programme was a new initiative launched by the ECPC in 2014. The programme consists in offering short-term observership placements in various psychiatric institutions across Europe to early career psychiatrists. This experience should allow the participants to broaden their clinical, research and/or teaching skills and knowledge, and become more familiar with different mental health systems in Europe.

Four highly motivated early career psychiatrists were selected to participate in the pilot phase of the programme and obtained a scholarship from EPA:

**Bhathika Devinda Perera** (United Kingdom) For the placement at the Collegium Helveticum (Zurich, Switzerland)

Barbara Remberk (Poland) For the placement at the Geha Mental Health Center (Petah Tikva, Israel)

Kamala Yelmar Talibova (Azerbaijan)
For the placement at the Hellesdon Hospital (Norwich, United Kingdom)

Aleksandar Savic (Croatia)
For the placement at the Ludwig-Maximilians-University, Dept. of Psychiatry and Psychotherapy (Munich, Germany)

One observership visit was already carried out in 2014, while the others will be carried out in the first half of 2015.





#### **MPIVAS PROJECT**

2014 was marked with many important achievements for the mPIVAS (mHealth psychoeducational intervention versus antipsychotic-induced side effects) project. This 2-year European project, gathering 6 partners from 5 European countries, including EPA and especially its ECPC, is funded under the European Commission's Leonardo da Vinci Partnerships Programme and aims at improving the monitoring of side effects of antipsychotic medication in clinical practice.

Within the framework of the project, an innovative psychoeducational course on the subject was organised during the 22<sup>nd</sup> European Congress of Psychiatry in Munich 2014, and its webcast was made available on the EPA website for any interested mental health specialist. In addition, in order to ensure a "cascade effect" across Europe, a number of similar courses were held in the countries of the project partners (Croatia, Czech Republic, France, Germany and Switzerland). These courses obtained the "Year of the Brain" label from the European Brain Council.

The project partners also developed a mobile application (PsyLOG) aimed at facilitating the monitoring of side effects of antipsychotic medication. The application is already being used for a research study in Germany, Croatia and Serbia and will become available for any patient (in 6 European languages) next year.

#### SCHOOL ON PSYCHOPATHOLOGY

The 2<sup>nd</sup> edition of the School on Psychopathology and Clinical Practice was organised by the ECPC in collaboration with the EPA Section on Philosophy and Psychiatry on 21-23 March 2014 in Florence (Italy). 23 early career psychiatrists from several European countries participated in the school. The EPA awarded 2 scholarships of €1,000 each to the school participants (Suzana Jonovska from Croatia and Antonios Liolios from Switzerland) who wrote the best essays on the topic "Excellence in psychiatry, how to teach and be trained in psychopathology?".

#### COURSE ON LEADERSHIP & PROFESSIONAL DEVELOPMENT

The course on Leadership and Professional Development of Young Psychiatrists, directed by Prof. Norman Sartorius and Prof. Sir David Goldberg, took place on 26-28 September 2014 in Zagreb, Croatia. The course was organised by the Association for the Improvement of Mental Health Programmes (AIMHP), under the patronage of the EPA and with active support from the ECPC. In a friendly atmosphere trainees and early career psychiatrists from Austria, Slovenia, Bosnia and Herzegovina and Croatia learnt theory and practical skills on how to write a CV, how to make a presentation and a poster, how to write and read a scientific paper, how to make a project proposal and chair a session, as well as how to decide on priorities in life.

#### ECPC SURVEYS AND PUBLICATIONS

A series of papers have been prepared by the ECPC based on the results of the surveys carried out in previous years and will be published in 2015. In addition, a new book entitled "Psychiatry in practice: a guide for early career psychiatrists", edited by Andrea Fiorillo, Umberto Volpe and Dinesh Bhugra, has been finalised and will be published in 2015.

EPA Gaining Experience Programme 2014-2015



# PRIZES & AWARDS

#### RESEARCH PRIZES 2014

EPA awarded five Research Prizes of €2,500 each to Early Career Psychiatrists working in Europe, who published the best scientific papers in 2013. One of the prizes was awarded to the best scientific paper published in *European Psychiatry*, official journal of the EPA. Out of 39 applications, the Research Prizes for 2014 were awarded to:

**Olivier Andlauer** (France) - "Nocturnal REM Sleep Latency for Identifying Patients with Narcolepsy/Hypocretin Deficiency".

▲ Category 2: Biological correlates and treatments of mental disorders

**Divya Mehta** (Germany) - "Childhood maltreatment is associated with distinct genomic and epigenetic profiles in PTSD".



 Category 3: Psychiatric epidemiology, social psychiatry and psychotherapeutic interventions in mental disorders

**Hanna Uosukainen** (Finland) - "Mortality among clients seeking treatment for buprenorphine abuse in Finland"

**Erkki Heinonen** (Finland) - published in *European Psychiatry* - "Therapists' professional and personal characteristics as predictors of outcome in long-term psychodynamic psychotherapy and psychoanalysis"

**△ Category 4: Child and Adolescent Psychiatry** 

**Maria De Gracia Dominguez Barrera** (UK) - "Duration of untreated psychosis in adolescents: ethnic differences and clinical profiles".

#### SCHOLARSHIP PROGRAMME 2014



EPA's Scholarship Programme is open to early career psychiatrists who are either trainees or within 5 years of completion of specialist training in psychiatry and who are working in countries that form part of the World Health Organization European region.

The Scholarship Programme includes free registration to the European Congress of Psychiatry (including invitations to the opening ceremony

and ECP Luncheon), travel expenses, hotel accommodation, complimentary registration for one EPA Academia Educational course and 1 year of free EPA membership.

Out of 32 applications, the 2014 scholarships were awarded to the following Early Career Psychiatrists and Trainees:

- ▲ Anastasiya Nestsiarovich (Belarus)
- ▲ Alessio Maria Monteleone (Italy)
- ▲ Charlotte Allan (United Kingdom)
- ▲ Eugenia Sinita (Republic of Moldova)
- ▲ Lauriane Vulliez-Coady (France)

The prizes were awarded at the opening ceremony of the 22<sup>nd</sup> European Congress of Psychiatry in Munich, Germany on 1 March 2014.

## SECTIONS



#### SECTIONS' ACTIVITIES

EPA Sections are very involved in the scientific programme of the annual European Congress of Psychiatry. At the 22<sup>nd</sup> European Congress of Psychiatry in Munich in 2014, 14 Section symposia, 4 Section workshops and 6 Section EPA Academia Educational Courses took place.

Additionally, 16 out of 19 EPA Sections held business meetings during the EPA 2014 Munich Congress.

Many symposia and educational activities were held by the Sections outside the framework of EPA 2014 Munich. The list of events can be found in the calendar of activities at the end of the report.

# CREATION OF A NEW SECTION

The creation of a new Section on Mental Health and Intellectual Disabilities (MHID) was approved at the EPA General Assembly held on 2 March 2014 in Munich: EPA has now 20 Sections on different specific areas of Psychiatry.

#### **SECTION COMMITTEE**

In March 2014, the Section Committee met in Munich during the 22<sup>nd</sup> European Congress of Psychiatry. The main outcomes of the meeting were:

- Defining the objectives of the committee and its working procedures
- Creating a stable structure with NPA Sections and cooperating with them
- Cooperating in the writing of Guidance Papers

In November 2014, the German Association for Psychiatry, Psychotherapy and Psychosomatics hosted the joint meeting between the Council of NPAs and the Section Committee in Berlin. The main outcome of the meeting was to encourage contacts and cooperation between NPAs Sections and EPA Sections.

#### SECTION SYMPOSIA AWARDS

The Section Symposia Awards were created in 2014 to promote a high quality programme proposed by the Sections and thereby to help the Sections cover some of their expenses for their Symposia at the EPA Congress. From the selection made in 2014 for the 2015 EPA Congress, the Scientific Programme Committee ranked the accepted Section symposia, based on high quality and cooperation criteria. The 5 best Symposia will be awarded €3,000 each in 2015.

# ETHICS

# COMMITTEE ON ETHICAL ISSUES

The EPA Committee on Ethical Issues, chaired by Dr. Marianne Kastrup, held its annual meeting on 29 November in Berlin, Germany. The Committee discussed the outcomes of its activities carried out in 2014 and established its priorities for the next year, including organisation of symposia on ethical issues during the EPA annual congress and beyond.



# COOPERATION WITH THE COUNCIL OF EUROPE

The Committee on Ethical Issues actively contributed to the Council of Europe's work on a draft Additional Protocol to the Convention on Human Rights and Biomedicine, concerning the protection of the human rights and dignity of persons with mental disorders with regard to involuntary placement and involuntary treatment. The Committee provided its comments on the key issues to be addressed in the Additional Protocol, and a Committee member, Dr. Cécile Hanon, participated in a hearing on 11 March 2014 at the Council of Europe's premises in Paris.

# STUDY ON THE STATE OF ETHICS IN PSYCHIATRY

A new study was carried out by the Committee on Ethical Issues among the European National Psychiatric Associations with the aim to update and enlarge its overview of the current state of ethics in European psychiatry as compared to the findings made during the previous study, conducted in 2011. The outcomes of the new study

# ETHICS (CONT'D.)

will be presented during the symposium on "Excellence of Ethics and Ethics of Excellence" organised during the 23<sup>rd</sup> European Congress of Psychiatry in Vienna in March 2015.

#### **DECLARATION**

Upon proposal of the Committee on Ethical Issues, the EPA Board adopted in 2014 a Declaration on Quality of Psychiatry and Mental Health Care in Europe. The Declaration contains 10 points that the EPA sees as its mission. based on its strong belief that the level of civilisation of a society can best be measured by the quality of care that it offers to its children, the elderly and all individuals vulnerable because of impairments due to illness or other reasons. All EPA Individual Members as well as National Society/Association Members are invited to endorse this Declaration, which is available on the FPA website.

# GUIDANCE

#### **GUIDANCE COMMITTEE**

Since its creation in 2013, the Guidance Committee has been busy striving to improve the quality of mental health care in Europe by disseminating written information based on best evidence and psychiatric practice, to facilitating countries learning from each other in areas where guidelines are lacking.

Most notable in 2014 was the publishing of 4 new Guidance Papers in *European Psychiatry* Vol 29-N° 2 (February 2014). These include:

**EPA Guidance on Building Trust in Mental Health Services** 

Authors: Gaebel W, Muijen M, Baumann AE, Bhugra D, Wasserman D, van der Gaag RJ, Heun R, Zielasek J

**EPA Guidance on Mental Health Care of Migrants** 

Authors: Bhugra D, Gupta S, Schouler-Ocak M, Graeff-Callies I, Deakin NA, Quershi A, Dales J, Moussaoui D, Kastrup M

EPA Guidance on Post-graduate Psychiatric Training in Europe

Authors: Mayer S, van der Gaag RJ, Dom G, Wasserman D, Gaebel W, Falkai P, Schüle C

## AMBASSADOR COMMITTEE

In 2013, the Ambassador Committee was created in order to open membership of the EPA to collaborations and patronage of events in the field of psychiatry in Europe and on other continents. The Committee met in March 2014 in Munich and in June 2014 in Stockholm. As a result, the criteria for collaboration with other organisations in Europe and on other continents were refined. Additionally, the Ambassador Committee prepared the 1st EPA Forum event, which will be launched in Vienna on 28 March 2015.

In 2014, ten events took place under EPA Patronage. Ongoing collaboration continued with other relevant organisations, including:

- · the Council of Europe
- the World Health Organization (WHO)
- the European Union (EU)
- the European Union of Medical Specialists (UEMS)
- the European College of Neuropsychopharmacology (ECNP)
- the World Psychiatric Association (WPA)
- the American Psychiatric Association (APA)

- the European Brain Council (EBC)
- the European Federation of Psychiatric Trainees (EFPT)
- the European Conference on Schizophrenia Research (ECSR)
- the European Federation of Associations of Families of People with Mental Illness (EUFAMI)
- the Global Alliance of Mental Illness Advocacy Networks-Europe (GAMIAN-Europe)

For more detailed information on all the collaborative activities in 2014, please see the calendar of activities at the end of the report.

EPA Guidance on Tobacco Dependence and Strategies for Smoking Cessation in People with Mental Illness

Authors: Rüther T, Bobes J, De Hert M, Svensson T, Mann K, Batra A, Gorwood P, Möller HJ

These are also available on the EPA website at:

http://www.europsy.net/publications/guidance-papers/.

The Committee met in March in Munich during the 22<sup>nd</sup> European Congress of Psychiatry to discuss the status of EPA Guidance Papers, exchange experiences on the development of papers, consider methodology for future papers and plan the next series of papers.

The next series of Guidance Papers will be released in *European Psychiatry* in 2015.



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# EUROPEAN PSYCHIATRY JOURNAL



#### **BACKGROUND**

European Psychiatry, the official journal of the EPA, was founded in 1986 by Patrice Boyer, Julien-Daniel Guelfi and Yves Lecrubier. The journal is published by Elsevier. Since November 2004, **Sophia Frangou**, **Philip Gorwood** and **Reinhard Heun** have been the Editors of European Psychiatry.

Eight issues are published per year which amounts to between 80-100 articles on average. The articles cover the full diversity of psychiatric disorders and mental problems in all stages of life, functional and structural imaging, psychiatric epidemiology, psychometrics, neurocognition, cognitive impairment, social life, carer burden, psychopharmacology, psychotherapy, service delivery and improvement and many more.

This wide scope is aimed at encouraging the exchange of ideas and research within Europe and establishing an improved level of scientific communication within the international psychiatric community.

European Psychiatry endeavours not only to publish high level, original scientific articles, short communications and editorials, but also letters to the editor, EPA news and congress information.

In 2014, a new platform for the *European Psychiatry* journal was created. From one dedicated website - www.europsy-journal.com -subscribers can view current and past issues of *European Psychiatry*, including abstracts, full texts and PDFs. Users may also consult author information and permissions and submit manuscripts. The new mobile version of www.europsy-journal.com is now available to EPA Members; please go to www.europsy-journal.com on your mobile device and install EurPsych on your iPhone/iPad.

#### **KEY INFORMATION**

- Dynamic presence in the field of psychiatry
- 2013 TR-ISI Impact Factor (2-Year): 3.210
- 2013 TR-ISI Impact Factor (5-Year): 3.516
- 2013 Journal Immediacy Index: 0.608
- Ranked 43<sup>rd</sup> of 136 journals, in the JCR category: psychiatry
- 2014 Volume 29/1-8 Publisher; 81 articles, excluding Supplements
- ScienceDirect customers worldwide: 7,989
- Usage (Readership): 373,235 Full text Articles downloads during January-October 2014

## MEMBERSHIP

The EPA is an Association of National Society/Association Members; and of qualified individuals in the form of Individual Members, Fellows, Emeritus Members, Honorary Members, International Individual Members and Affiliate Members; and of Donor Members, and of Associate Organisations.

#### **KEY FIGURES**

In 2014, EPA had a notable increase in membership. EPA's community represented 2,302 individual psychiatrists and professionals in mental health care (increase of 5.6% from 2013) and 36 National Society/Association Members (increase of 9.1% from 2013) representing over 77,000 European psychiatrists from 88 countries, both covering the interests of psychiatrists in academia, research and practice. EPA deals with psychiatry and its related disciplines and it focuses on the improvement of care for the mentally ill as well as on the development of professional excellence.

#### RECRUITMENT

Applications to EPA Membership are now completed online on the EPA Extranet http://extranet.europsy.net.

129 new members were recruited in 2014. Among them, 47% are Early Career Psychiatrists, 78% are Individual Members and 22% are International Individual Members.

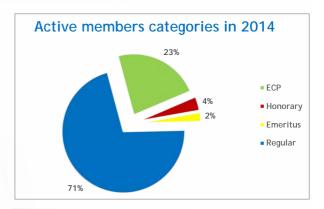
About 23% of new members were recruited during the 22<sup>nd</sup> European Congress of Psychiatry in Munich.

#### MEMBERSHIP FEE

24% of EPA members are active members.

76% of the 2014 annual fees were paid via the online payment system on the EPA Extranet: http://extranet.europsy.net.

As compared to 2013, 60% of active members renewed the membership fee in 2014. 78% of the NPAs paid their membership fee before the end of 2014.





# COMMUNICATION

#### WEBSITE AND SOCIAL MEDIA

EPA launched its new website in March 2014. The address - www.europsy.net - remained the same but the structure was modified in order to give better visibility to EPA's activities. Furthermore, the navigation was improved and search capabilities added.

Throughout the year, EPA has continued to develop its presence on social media. In addition to the European Psychiatric Network (www.europsychiatric.com), EPA is also present on Facebook, Twitter, LinkedIn and YouTube. Be sure to connect with us!

#### **EPA MINDS NEWSLETTERS**

In addition to the website and social media activities, EPA produced two issues of the printed newsletter EPA Minds in 2014 as well as 9 issues of our monthly e-news. EPA Minds Online.

# FINANCES 8 B U D G E T

Since 2010, EPA annual financial results, and therefore the assets, have been steadily growing.

In 2014 the main source of income was the surplus of the 22<sup>nd</sup> European Congress of Psychiatry in Munich. This year's congress revenue was less than half of the outcome in 2013, but the congress expenses were nearly at the same level. Therefore, the global surplus was much lower than in 2013. The global congress surplus combined with the other sources of revenue covered all the expenses and generated a positive financial result. Moreover, the amount collected from membership fees has risen considerably, as evidence of the increase in EPA individual members, but also of a reduction of the VAT.

The European Psychiatry Journal, published by Elsevier, brought higher revenue than in 2013 through annual royalties and negotiated supplements. However, the increased number of subscriptions also entailed a higher cost for the EPA.

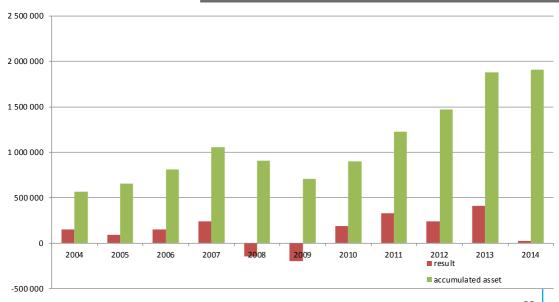
In order to control the expenses, many committee meetings were grouped together. However, the yearly costs increased as a consequence of the preparatory steps to open a new EPA office in Brussels and of the new activities implemented, like the two National Psychiatric Association (NPA) Symposia in Turkey and Poland, and the Section Committee meeting joint with the Council of NPAs. Furthermore, some expenses exceeded the forecast budget, for example, more CME Itinerant courses were asked for and organised and the European Brain Council (EBC) membership fee increased.

Even though the EPA increased its staff in 2014, office salaries and charges were less costly than in 2013. This is due to the tax credit for encouraging competitiveness and jobs for which the EPA was eligible according to the French General Tax Code.

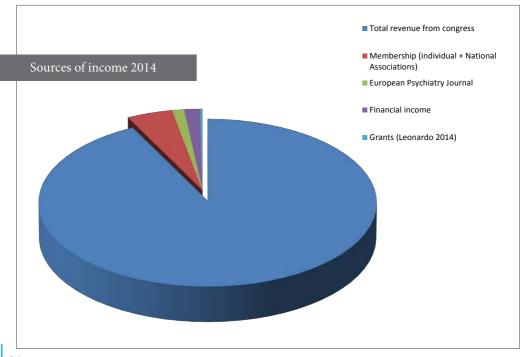
In conclusion, 2014 was a fruitful year for the Association, proving that its activities attract a rising number of members and result in an increased overall visibility. Furthermore, it confirmed that even though the expenses intensify, the revenue generated is sufficient to attest the financial health of the EPA.

The internal auditors, Karl Mann and Julien Mendlewicz, had a meeting at the EPA office in Strasbourg on 19 February 2015 and approved the annual accounts 2014.

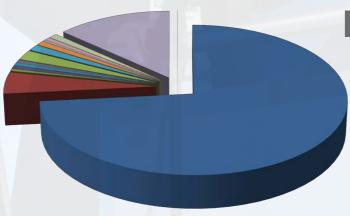
#### EPA annual result & accumulated assets 2004-2014



EPA - BUDGET RESULT 2014							
CATEGORIES	Approved at GA 2014	Revision by the EC October 2014	Final result 2014				
INCOME							
Total revenue from congress		-	1 911 352,00				
Total expenses from congress		-	1 493 369,44				
SURPLUS CONGRESS	396 841,00	447 822,00	417 982,56				
Annual membership fees (individual)	43 000,00	43 000,00	56 146,33				
Corporate membership Servier	2 000,00	2 000,00	2 140,00				
National Psychiatric Associations fees	38 000,00	38 000,00	34 850,42				
TOTAL MEMBERSHIP	83 000,00	83 000,00	93 136,75				
EUROPEAN PSYCHIATRY JOURNAL royalties	16 000,00	16 000,00	24 105,08				
FINANCIAL INCOME	26 026,00	26 026,00	32 106,09				
GRANTS (Leonardo 2014)	12 000,00	12 000,00	5 000,00				
INCOME TOTAL	533 867,00	584 848,00	572 330,48				







Expenses 2014

- Total expenses from congress
- Office functioning costs
- Membership and communication
- Early Career Psychiatrists activities
- Brussels Office
- Board : meetings and activities

- Executive Committee : meetings and activities
- Ethics Committee : meetings and activities
- Education Committee : meetings and activities
- Other committees : meetings and activities
- Partnership (EBC, UEMS, Council of Europe)
- National Psychiatric Associations : meetings and

- Section Committee: meetings and activities
- Research Prizes (5 prizes in 2014)
- European Psychiatry Journal
- Office salaries and charges
- Staff training

EPA - BUDGET RESULT 2014				
CATEGORIES	Approved at GA 2014	Revision by the EC October 2014	Final result 2014	
EXPENSES				
EPA BUILDING ACQUISITION (loan and depreciation)	52 700,00	52 700,00	55 166,64	
THIRD PARTIES (lawyer, accountant)	25 500,00	19 500,00	18 722,84	
Brussels Office	1 000,00	17 500,00	13 884,70	
Board: meetings and activities	13 300,00	3 000,00	2 117,01	
Executive Committee: meetings and activities	4 200,00	7 200,00	6 555,47	
Ethics Committee: meetings and activities	4 000,00	4 000,00	2 395,89	
Education Committee - meetings	5 000,00	5 000,00	4 044,31	
On-line educational platform	0,00	1 070,00	644,31	
CME Honorarium and travels (13)	14 000,00	16 000,00	21 606,83	
Summer school Strasbourg 2014	17 500,00	17 500,00	16 576,56	
Education Committee: meetings and activities	36 500,00	39 570,00	42 872,01	
Council of NPAs teleconferences and meetings	3 000,00	3 800,00	3 490,55	
Symposia		16 000,00	14 124,87	
Mailing & Postage costs			1 572,42	
National Psychiatric Associations: meetings and activities	3 000,00	19 800,00	19 187,84	
Guidance Committee: meetings and activities	4 800,00	4 800,00	-	
Section Committee: meetings and activities	3 500,00	7 500,00	6 064,97	
Internal auditor visit to HQ	1 200,00	1 200,00	672,39	
Ambassador Committee meeting (grouped with other meetings)	3 000,00	3 000,00	0,00	
Other committees: meetings and activities	4 200,00	4 200,00	672,39	
ECPC meetings and teleconferences	3 600,00	3 600,00	2 688,67	
Study project (BOSS)	1 000,00	1 000,00	941,29	
ECPC exchange programme	2 500,00	2 500,00	625,00	
Psychopathology and Clinical practice course (2 scholarships)	2 000,00	2 000,00	2 000,00	
Promotion of ECPC at other congresses	2 000,00	2 000,00	1 110,94	
mPivas project covered by Leonardo grant (cf income)	7 020,00	7 020,00	5 217,63	
Early Career Psychiatrists Committee : meetings and activities	11 100,00	11 100,00	12 583,53	
EBC: membership fee and 3 meetings in Brussels	11 000,00	21 000,00	24 313,11	
UEMS meetings	1 300,00	1 300,00	985,26	
Council of Europe: INGO annual fee - meetings in Strasbourg	150,00	150,00	150,00	
Other cooperation (EU Presidency meetings + Roamer + ESCMID)	3 500,00	3 500,00	747,88	
PARTNERSHIP (EBC, UEMS, Council of Europe)	15 950,00	25 950,00	26 196,25	
Research Prizes 5 prizes in 2014	15 200,00	15 200,00	12 500,00	

EPA - BUDGET RESULT 2014					
CATEGORIES	Approved at GA 2014	Revision by the EC October 2014	Final result 2014		
EXPENSES					
Website and extranet maintenance	1 200,00	4 500,00	4 951,17		
Communication (brochures, business cards) also under office	260,00	260,00	140,54		
EPA e-news (mailchimp)	600,00	600,00	784,86		
CORPORATE COMMUNICATION (website, extranet, mailings)	2 060,00	5 360,00	5 876,57		
Bank charges and online payment system	1 000,00	1 000,00	510,67		
Membership promotion tools	890,00	890,00	0,00		
Newsletters (2-3) and annual report	6 000,00	6 000,00	3 218,59		
MEMBERSHIP related expenses	7 890,00	7 890,00	3 729,26		
Journal cost (50€ for online version; 95€ for paper)	17 000,00	17 000,00	19 426,19		
Editorial Meeting - Berlin, oct 2014	1 000,00	1 000,00	510,46		
EUROPEAN PSYCHIATRY JOURNAL	18 000,00	18 000,00	19 936,65		
Financial charges, banking services	1 000,00	1 000,00	1 164,88		
Professional Taxes (CFE, CVAE, CEL)	1 000,00	1 000,00	2 300,00		
Land Tax	1 800,00	1 800,00	1 881,00		
Investment (depreciation)	1 800,00	1 800,00	0,00		
OTHER DIRECT CHARGES (Taxes)	5 600,00	5 600,00	5 345,88		
Supplies & maintenance	4 000,00	4 000,00	2 669,30		
Office services (electricity and photocopier)	2 800,00	2 800,00	2 732,40		
Telecom, internet, postage	2 500,00	2 500,00	2 085,92		
Cleaning and related charges	2 200,00	2 200,00	2 129,47		
Co-ownership charges, property manager	5 000,00	5 000,00	3 222,24		
Insurance	1 400,00	1 400,00	1 347,88		
Others	1 000,00	1 000,00	2 107,09		
OFFICES CHARGES	18 900,00	18 900,00	16 294,30		
EPA staff salaries (gross)	189 749,49	189 749,49	178 134,87		
Other	100 / 10,10	0,00	1 256,05		
Social charges	85 585,45	85 585,45	76 824,10		
Benefits (tickets restaurant)	5 000,00	5 000,00	4 983,87		
Training & Learning Tax	1 879,00	1 879,00	2 402,94		
Recruitment charges (or departure indemnities)	-	-	6 406,53		
OFFICE SALARIES AND CHARGES	282 213,94	282 213,94	270 008,36		
Training (skill assessment, language lessons,)	0,00	0,00	550,46		
STAFF TRAINING	-	-	550,46		
EXPENSES TOTAL	536 633,94	577 003,94	540 661,02		
INCOME TOTAL	533 867,00	584 848,00	572 330,48		
EXPENSES TOTAL	536 633,94	577 003,94	540 661,02		
Result before Tax	-2 766,94	7 844,06	31 669,46		
INCOME TAX			-4 708,00		
NET RESULT	-2 766,94	7 844,06	26 961,46		

# CALENDAR OF EPA ACTIVITIES AND INTERNAL MEETINGS

17 January, Brussels, BELGIUM

EBC 1st Board Meeting.

Prof. Boyer represented EPA.

28 January, Teleconference

Preparatory meeting of the 23<sup>rd</sup> European Congress of Psychiatry (EPA 2015 Vienna).

2-4 February, Ljubljana, SLOVENIA

EPA BoSS International Research Meeting.

Dr. Beezhold and Dr. Jovanovic represented EPA.

10 February, Paris, FRANCE

**EPA Executive Committee Meeting.** 

11 February, Brussels, BELGIUM

Interest Group on Mental Health, Well-being and Brain Disorders.

Prof. Dom represented EPA.

21 February, Limerick, IRELAND

EPA CME Course on "Complaints, Litigation & Malpractice: How to survive as a psychiatrist" by J. Beezhold, J. Wise. In collaboration with the College of Psychiatry of Ireland.

28 February, Munich, GERMANY

**EPA Board Meeting** 

28 February, Brussels, BELGIUM

**UEMS/EACCME Conference on CME Accreditation.** Prof. Maric Bojovic represented FPA.

1-4 March, Munich, GERMANY

22<sup>nd</sup> European Congress of Psychiatry. Meetings of all EPA Committees & mPIVAS Psychoeducational Course. 21 March, Dublin, IRELAND

EPA CME Course on "Evidence Based perspectives on diagnosis and treatment of migrants and ethnic minorities" by A. Qureshi,

I. Graef-Calliess. In collaboration with the College of Psychiatry of Ireland.

21-23 March, Florence, ITALY

Psychopathology and Clinical Practice: A course for early career psychiatrists.

Organised by the EPA Early Career Psychiatrists Committee.

31 March-1 April, Paris, FRANCE

1<sup>st</sup> EPA 2015 Vienna Scientific Programme Committee Meeting.

3-5 April, Wroclaw, POLAND

4<sup>th</sup> Young Psychiatrists Network Meeting.

Dr. Nawka represented EPA.

4 April, Braga, PORTUGAL

EPA CME Course on "Understanding Psychosis: A psychopathological guide for clinical examination" by A. Raballo, P. Handest. In collaboration with the Portuguese Society of

Psychiatry and Mental Health.

11 April, Brussels, BELGIUM

EBC 2<sup>nd</sup> Board Meeting.

Prof. Boyer represented EPA.

23 April, Antalya, TURKEY

EPA CME Course on "New directions and guidelines in the emergency treatment of psychiatric disorders" by C. Damsa, M. Zurcher. In collaboration with the Psychiatric Association of

24 April, Antalya, TURKEY

## EPA CME Course on "Treatment of Suicidal Patient" by M. Sarchiapone.

In collaboration with the Psychiatric Association of Turkey

24-26 April, Madrid, SPAIN

**UEMS Section and Board of Psychiatry Meeting.** Prof. Galderisi represented EPA.
In addition, Dr. Malik represented the ECPC.

25 April, Prague, CZECH REPUBLIC

EPA CME Course on "Internet-based CBT in psychiatry" by N. Lindefors, V. Kaldo. In collaboration with the Czech Psychiatric Association and Neuropsychiatric Forum.

7-9 May, Manchester, UNITED KINGDOM

4th EFCAP Congress 2014: Youth, Risk and Mental Health: Multiple Roads to Recovery. Organised under EPA patronage.

21-24 May, Ulm, GERMANY

17<sup>th</sup> Meeting of the Epidemiology and Social Psychiatry Section.

Prof. Gaebel represented EPA.

23 May, Brussels, BELGIUM

**EBC Consultation Meeting with the European Commission.** Prof. Wasserman and Prof. Boyer represented EPA.

29 May - 1 June, Strasbourg, FRANCE

4th EPA Academia Summer School on "Comorbidity between mental and physical disorders".

9-12 June, Pescocostanzo, ITALY

School on leadership and research skills in psychiatry. Organised under EPA patronage.

14 June, Špindlerův Mlýn, CZECH REPUBLIC

EPA CME Course on "(Flexible) Assertive community treatment" by N. Mulder,

M. Bahler. In collaboration with the Czech Psychiatric Association.

15 June, Stockholm, SWEDEN

EPA Ambassador Committee Meeting.

15 June, Stockholm, SWEDEN

**EPA Executive Committee Meeting.** 

15 June, Stockholm, SWEDEN

**EPA Board Meeting.** 

16 June, Stockholm, SWEDEN

2<sup>nd</sup> EPA 2015 Vienna Scientific Programme Committee Meeting.

18-21 June, Pula, CROATIA

**Pula Psychopathology Summer School.** Organised under EPA patronage.

21-25 June, London, UNITED KINGDOM

22<sup>nd</sup> Forum of the European Federation of Psychiatric Trainees (EFPT).

Dr. Jovanovic represented EPA.

23 June, Brussels, BELGIUM

**1st Conference on European Reference Networks.** Dr. Beezhold represented EPA.

24-27 June, London, UNITED KINGDOM

International Congress of the Royal College of Psychiatrists 2014.
Organised under EPA patronage.

27-30 August, Tallinn, ESTONIA

15<sup>th</sup> European Symposium on Suicide and Suicidal Behaviour. Organised under EPA patronage. Prof. Wasserman represented EPA and gave a presentation on "Mental health of European youth and scientific evidence for suicide treatment and prevention."

14-18 September, Madrid, SPAIN

**16<sup>th</sup> World Congress of Psychiatry.**Dr. Andlauer represented EPA ECPC.

18-19 September, Brussels, BELGIUM

EBC 3rd Board Meeting.

Prof. Boyer and Prof. Höschl represented EPA.

20 September, Cologne, GERMANY

## EPA CME Course on "Suicide Risk Assessment"

by M. Sarchiapone, D. Rujescu and N. Kapusta. In collaboration with the German Society for Suicide Prevention and LVR-Klinik Köln.

26-28 September, Zagreb, CROATIA

Course on Leadership and Professional Development of Young Psychiatrists.

Organised under EPA patronage.

9 October, Sinaia, ROMANIA

# EPA CME Course on "Basics in clinical psychiatric research methodology"

by C. Lauber. In collaboration with the Romanian Association of Psychiatry and Psychotherapy.

9-11 October, London, UNITED KINGDOM

**UEMS Section and Board of Psychiatry Meeting.** Dr. Hanon represented EPA.
In addition, Dr. Malik represented the ECPC.

9-11 October, Athens, GREECE

International Congress of the World Federation for Mental Health & the Hellenic Psychiatric Association "Living With Schizophrenia".

Organised under EPA patronage.

16-17 October, Brussels, BELGIUM

UN Symposium on the Human Rights of Persons with Psychosocial Disabilities.

Prof. Dom represented EPA.

17 October, Paris, FRANCE

**EPA Committee on Education Meeting.** 

18-21 October, Berlin, GERMANY

27th ECNP Congress: EPA Booth and EPA educational update session on "EPA educational update – Alcohol and suicidal risk"; moderated by Prof. Danuta Wasserman and Prof. Wim van den Brink.

Speakers:

- Danuta Wasserman: Alcohol and internet misuse and suicidal behaviours in European adolescents
- Philip Gorwood: Factors explaining suicidal behaviour and mortality in alcohol dependence
- Gustavo Turecki: Alcohol and suicidal risk: the epigenetic insight

19 October, Berlin, GERMANY

**EPA Executive Committee Meeting.** 

20 October, Berlin, GERMANY

EPA Editorial meeting with Elsevier.

27 October, Fort de France, MARTINIQUE

EPA CME Course on "Suicide Risk Assessment" by M. Sarchiapone, C. Wasserman. In collaboration with the 46<sup>th</sup> annual congress of GEPS (Group for Study and Prevention of Suicide)

30-31 October, Berlin, GERMANY

Mental Health in People with Intellectual Disabilities in Europe: Section Educational Conference.

6-8 November, Berlin, GERMANY

CME-Workshop in Consultation-Liaison Psychiatry and Psychosomatics. Organised by Prof. Diefenbacher (KEH Berlin)

under EPA patronage.

7-8 November, Mostar, BOSNIA AND HERZEGOVINA

XIII Psychiatric Days of Bosnia and Herzegovina. Organised under EPA patronage.

8 November, Mostar, BOSNIA-HERZEGOVINA

EPA CME Course on "Treatment of Suicidal Patient" by M. Sarchiapone

In collaboration with the Psychiatric Association of Bosnia and Herzegovina.

13-14 November, Antalva, TURKEY

1st EPA Council of NPAs Symposium organised in collaboration with the Psychiatric Association of Turkey. Prof. Wasserman and Prof. Gaebel participated on behalf of EPA.

21 November, Udine, ITALY

Neuroimaging Section Event: Diagnostic Approaches and Rehabilitation for Adolescents - Focus on Psychosis and Emotions.

22-23 November, Strasbourg, FRANCE

EPA Early Career Psychiatrists Committee Meeting.

25 November, London, UNITED KINGDOM

The Economist "The Global Crisis of Depression" Conference.

Prof. Boyer and Dr. Beezhold represented EPA.

26 November, Berlin, GERMANY

EPA Council of NPAs Meeting.

**EPA Section Committee and NPAs Meeting.** Hosted by the German Association for Psychiatry, Psychotherapy and Psychosomatics (DGPPN).

26 November, Nantes, FRANCE

mPIVAS Psychoeducational Cascade Course.

26-29 November, Nantes, FRANCE

French Congress of Psychiatry: EPA Booth.

26-29 November, Berlin, GERMANY

DGPPN 2014 Congress: EPA Booth.

27 November, Nantes, FRANCE

EPA CME Course on "Treatment of suicidal patient" by M. Sarchiapone, J.-P. Kahn. In collaboration with the French Congress of Psychiatry.

28 November, Verona, ITALY

Neuroimaging Section Event: Imagine the fluctuations of the mood - Focus on bipolar disorder.

29 November, Berlin, GERMANY

EPA Committee on Ethical Issues Meeting.

3-4 December, Luxembourg, LUXEMBOURG

DG SANCO Meeting of Governmental Experts on Mental Health and Well-Being. Prof. Wasserman represented EPA and presented the "Outcomes of the EU funded Saving and Empowering Young Lives in Europe (SEYLE) project."

5 December, Issy-les-Moulineaux, FRANCE

mPIVAS Psychoeducational Cascade Course.

11-12 December, Wisła, POLAND

2<sup>nd</sup> EPA Council of NPAs Symposium organised in collaboration with the Polish Psychiatric Association. Prof. Wasserman and Prof. Gaebel participated on behalf of EPA.

12 December, Barcelona, SPAIN

3<sup>rd</sup> Meeting of the Stakeholder Advisory Board of ROAMER.

Prof. Boyer and Dr. Beezhold represented EPA.

16-18 December, Venice, ITALY

Youth Mental Health: From Continuity of Psychopathology to Continuity of Care (STraMeHS).

Organised under EPA patronage. Prof. Gaebel represented EPA.

17 December, Brussels, BELGIUM

EBC 4th Board Meeting and General Assembly.

Prof. Boyer and Prof. Höschl represented EPA.

#### EPA ANNUAL REPORT 2014

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#### ADMINISTRATIVE OFFICE

#### EPA ADMINISTRATIVE OFFICE STAFF

Administrator: Caroline Martin

Project Manager - Education, Ethics, ECPC: Zhanna Zhussupova

Project Manager - Events & Communication: Katie Luck

Administration & Finance Officer: Karine Muller

Executive Assistant: Aurélie Leckloksavang

Apprentice: Raluca Vladarean

EPA wishes farewell to two valuable colleagues: Cindie Tudorache (Administrative Assistant) and Julia Kaiser (Trainee).

#### **2014 ANNUAL REPORT EDITORS**

D. Wasserman

C. Martin

K. Luck

Design by the Untamed Business Utopians [UBU].