



ANNUAL REPORT

2019

EUROPEAN PSYCHIATRIC ASSOCIATION

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FOREWORD

With impressive achievements comes great responsibility!

This Annual Report of the European Psychiatric Association (EPA) confirms the association's remarkable growth performance. Yet another year of great achievements that have exceeded expectations.

The year 2019 was highlighted above all by record attendance at the European Congress of Psychiatry held in Warsaw, Poland. The Congress reached the highest number of participants in the history of the EPA with over 4,300 participants from 102 countries. We address warm thanks to everyone who contributed to its success, especially to the Local Organising Committee (LOC). With over 3,000 abstracts submitted, the EPA 2020 Congress in Madrid is already promising to be another impressive success, also in terms of attendance. This gives us the confidence to anticipate new records of growth in the years to come.

In 2019, the number of individual memberships increased significantly, with 279 new EPA members accepted during the year. Several initiatives were developed to bolster collaboration with European partner organisations (European

Academy of Neurology, European Federation of Psychologists' Associations ...) among other key stakeholders in the mental health care area, and in particular with EUFAMI and GAMIAN-Europe, linchpins of the MEP Alliance for Mental Health (European Parliament Interest Group on Mental Health, Wellbeing and Brain Disorders). The last meeting of this Alliance held on 16 October in Brussels provided the EPA with a great opportunity to advocate the development of sound EU Mental Health policies and the need of joining forces with newly elected MEPs.

The Association's commitment to improving synergies among mental health actors in Europe will be further illustrated in 2020 with the EPA Forum of the Madrid Congress devoted this year to "The mental health workforce: towards shared objectives and integrated approaches". The year 2020 will also see the move of European Psychiatry to Open Access through a new partnership with Cambridge University Press. Providing free online access to all articles of the official journal of the EPA will ensure that a maximum of psychiatrists and clinicians in Europe, and around the world, have access to important new findings. And we hope that this will strengthen the association's role as a leader in supporting and promoting psychiatric clinicians and researchers worldwide.

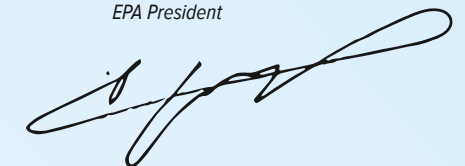
As EPA President, I am particularly proud of the goals achieved this year, which were made possible thanks to the enormous amount of work done by previous presidents and a very dedicated staff. However, I am also aware of the great responsibilities these achievements bring to the EPA Board and Executive Committee. This notably involves continuing to offer to all mental health actors a world-class European scientific congress; promoting excellence in psychiatric clinical practice and research; offering the EPA's members, both individuals and NPAs, services with high added value that meet their expectations; becoming the voice of European psychiatrists and NPA's in Europe; supporting the development of far-reaching European public mental health policies; taking the leading role in bringing together patient, caregiver and mental health care providers. And tackling many other challenges head-on.

In order to respond effectively to these major challenges, today it is necessary for us to develop a shared vision and a long-term strategic plan for the EPA. Supported by the Executive Committee and the Board, this major initiative would have a single objective: to establish the EPA as the single voice and reference for psychiatrists and psychiatry in Europe by 2029.

The active commitment of the whole EPA community, EPA Board, Committees, NPAs, Sections, Members, and staff, as well as our ability to join forces altogether, are crucial to building an ambitious and rallying long-term strategic plan.

I am counting on the contribution of each and every one of you and would like to sincerely thank you for your continuous support and enthusiastic commitment towards achieving the EPA's mission!

Professor Philip Gorwood
EPA President





EPA COMMITTEES IN 2019

BOARD



Philip Gorwood, *France - Chair*
 Julian Beezhold, *UK*
 Geert Dom, *Belgium*
 Peter Falkai, *Germany*
 Andrea Fiorillo, *Italy*
 Silvana Galderisi, *Italy*
 Cécile Hanon, *France*
 Hilka Kärkkäinen, *Finland*
 Tamas Kurimay, *Hungary*
 Miia Männikkö, *Finland*
 Diego Palao Vidal, *Spain*
 Mariana Pinto da Costa, *Portugal*
 Andrea Raballo, *Italy*
 Martina Rojnic Kuzman, *Croatia*
 Meryam Schouler-Ocak, *Germany*
 Agata Szulc, *Poland*
 Simavi Vahip, *Turkey*
 Danuta Wasserman, *Sweden*
 Jan Wise, *UK*

EXECUTIVE COMMITTEE

Philip Gorwood, *France - President*
 Peter Falkai, *Germany - President Elect*
 Silvana Galderisi, *Italy - Past President*
 Julian Beezhold, *UK - Secretary General*
 Geert Dom, *Belgium - Treasurer*
 Simavi Vahip, *Turkey - Council of NPAs Chair*

OTHER OFFICE BEARERS

Andrea Fiorillo, *Italy - Secretary for Sections*
 Cécile Hanon, *France - Secretary for Education*

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

Andrea Fiorillo, *Italy*
 Sophia Frangou, *USA*
 Reinhard Heun, *UK (until 24 May 2019)*

COMMITTEE ON EDUCATION



Cécile Hanon, *France - Chair*
 Olivier Andlauer, *UK*
 Julian Beezhold, *UK*
 Defne Eraslan, *Turkey*
 Michael Musalek, *Austria*
 Rutger Jan van der Gaag, *Netherlands*
 Livia de Picker, *Belgium*
 Andrea Raballo, *Italy*
 Jan Wise, *UK*

STEERING COMMITTEE OF THE EPA COUNCIL OF NPAS

Simavi Vahip, *Turkey - Chair*
 Jerzy Samochowiec, *Poland - Vice-Chair*
 Bernardo Carpiello, *Italy - Secretary*

EARLY CAREER PSYCHIATRISTS COMMITTEE



Mariana Pinto da Costa, *Portugal - Chair*
 Ozge Kilic, *Turkey - Co-Chair*
 Olga Kazakova, *Belarus*
 Dzmitry Krupchanka, *Switzerland*
 Tomasz Gondek, *Poland*

COMMITTEE ON ETHICAL ISSUES



Danuta Wasserman, *Sweden - Chair*
 Sue Bailey, *UK*
 Henriette Bruun, *Denmark*
 Michael Musalek, *Austria*
 Sam Tyano, *Israel*
 Rutger Jan van der Gaag, *Netherlands*
 Livia Vavrusova, *Slovakia*
 Jan Wise, *UK*

PUBLICATION COMMITTEE



Andrea Raballo, *Italy - Chair*
 Wolfgang Gaebel, *Germany - Co-Chair*
 Julian Beezhold, *UK*
 Peter Falkai, *Germany*
 Andrea Fiorillo, *Italy*
 Sophia Frangou, *USA*
 Silvana Galderisi, *Italy*
 Paz García-Portilla, *Spain*
 Philip Gorwood, *France*
 Tamas Kurimay, *Hungary*
 Danuta Wasserman, *Sweden*

EPA ANNUAL REPORT 2019

SCIENTIFIC PROGRAMME COMMITTEE (SPC) EPA 2019 WARSAW

Philip Gorwood, *France - SPC Chair*
 Silvana Galderisi, *Italy - SPC Co-Chair*
 Istvan Bitter, *Hungary*
 Peter Falkai, *Germany*
 Wolfgang Gaebel, *Germany*
 Lydia Krabbendam, *Netherlands*
 Andrea Raballo, *Italy - Congress Advisor*
 Anita Riecher-Rössler, *Switzerland*
 Jerzy Samochowiec, *Poland*
 Agata Szulc, *Poland*
 Florence Thibaut, *France*

ADVISORY SCIENTIFIC PROGRAMME COMMITTEE (ASPC) - EPA 2019 WARSAW

Julian Beezhold, *UK*
 Dinesh Bhugra, *UK*
 Patrice Boyer, *France*
 Geert Dom, *Belgium*
 Andrea Fiorillo, *Italy*
 Sophia Frangou, *USA*
 Paz García-Portilla, *Spain*
 Inga Griskova-Bulanova, *Lithuania*
 Cécile Hanon, *France*
 Marc Hermans, *Belgium*
 Helen Herrmann, *Australia*
 Reinhard Heun, *UK*
 Marek Jarema, *Poland*
 Nikolina Jovanovic, *UK*
 Hilka Kärkkäinen, *Finland*
 Levent Küey, *Turkey*
 Tamas Kurimay, *Hungary*
 Mario Maj, *Italy*
 Miia Männikkö, *Finland*
 Pavel Mohr, *Czech Republic*
 Petr Morozov, *Russia*
 Michael Musalek, *Austria*
 Menizibeya Osain Welcome, *Belarus*
 Martina Rojnic Kuzman, *Croatia*
 Janusz K. Rybakowski, *Poland*
 Marco Sarchiapone, *Italy*
 Norman Sartorius, *Switzerland*
 Jana Trebatická, *Slovakia*
 Danuta Wasserman, *Sweden*

LOCAL ORGANISING COMMITTEE (LOC) EPA 2019 WARSAW

Jerzy Samochowiec, *Szczecin - LOC Co-Chair*
 Agata Szulc, *Warsaw/Bialystok - LOC Co-Chair*
 Przemysław Bieńkowski, *Warsaw*
 István Bitter, *Budapest*
 Wiesław Cubała, *Gdansk*
 Dominika Dudek, *Krakow*
 Piotr Gątecki, *Lodz*
 Janusz Heitzman, *Warsaw/Krakow*
 Małgorzata Janas-Kozik, *Sosnowiec*
 Maciej Matuszczyk, *Katowice*
 Sławomir Murawiec, *Warsaw*
 Janusz Rybakowski, *Poznan*
 Joanna Rymaszewska, *Wroclaw*
 Monika Talarowska, *Lodz*
 Napoleon Waszkiewicz, *Bialystok*
 Jacek Wciórka, *Warsaw*
 Adam Wichniak, *Warsaw*
 Marcin Wojnar, *Warsaw*

TASK FORCES IN 2019

TASK FORCE ON EDUCATION IN EUROPEAN PSYCHIATRY

Objective: to develop and implement a European Curriculum on Education and Training in Psychiatry (undergraduate, postgraduate, CME)

Silvana Galderisi - *Co-Chair*
 Marc Hermans - *Co-Chair (UEMS)*
 Wolfgang Gaebel - *Vice Chair*
 Andrew Brittlebank (UEMS)
 Dan Georgescu (UEMS)
 Cécile Hanon
 Nikolina Jovanovic
 Tamas Kurimay
 Matthijs Muijen (WHO EUROPE)
 Howard Ryland (EFPT)
 Ekin Sönmez (EFPT)

TASK FORCE ON SECTIONS

Objective: to reinforce the collaboration between the EPA Sections and NPAs, and to facilitate and improve the operating modes of the EPA Sections

Julian Beezhold - *Chair*
 Michael Musalek - *Sections*
 Tamas Kurimay - *Council of NPAs*
 Nikolina Jovanovic - *ECPC*
 Athina Swietochowski-Palapanidou
 EPA Administrative Office

ECP TASK FORCE ON RESEARCH

Ozge Kilic - *Chair*
 Diego Quattrone
 Gaia Sampogna
 Ilia Fedotov
 Claudia Palumbo
 Ekin Sönmez
 Liana Kobylinska
 Victor Pereira Sanchez
 Aleksandar Savic

ECP TASK FORCE ON MEETINGS AND ASSOCIATIONS

Tomasz Gondek - *Chair*
 Jamila Ismayilova
 Matilda Naesström
 Alla Chistol
 Thomas Gargot
 Tove Mogren
 Federico Mucci

ECP TASK FORCE ON COMMUNICATION AND PUBLICATIONS

Dzmitry Krupchanka - *Co-Chair*
 Marisa Casanova Dias
 Sinan Guloksuz
 Mario Luciano
 Georgios Schoretsanitis
 Ana Moscoso
 Milica Borovcanin
 Egor Chumakov

ECP TASK FORCE ON PROFESSIONAL DEVELOPMENT

Olga Kazakova - *Co-Chair*
 Costin Matei
 Olena Zhabenko
 Franziska Baessler
 Asilay Seker
 Costin Roventa
 Yuriy Osadshi
 Iryna Frankova
 Petr Winkler



THE 27TH EUROPEAN CONGRESS OF PSYCHIATRY EPA 2019 WARSAW

With over 4,300 participants, the 27th European Congress of Psychiatry was the most attended congress in EPA history! Clinicians, researchers and leaders of stakeholder organisations in the field of mental health joined the EPA in Warsaw, Poland from 6-9 April 2019 to enjoy a high-quality programme under the motto, "Psychiatry in Transition: Towards New Models, Goals and Challenges".

5TH ANNUAL EPA FORUM

The EPA Forum is now firmly established as a key event bringing together psychiatrists, stakeholders and policy makers. For this 5th edition, experts came to discuss and identify the next steps in implementing comprehensive, evidence-based and rights centred strategies for mental health care across Europe. The Forum gathered over 450 delegates, and the discussion was divided into two sessions: "The EU Contribution to Mental Health Policy and Transfer of Best Practices in Mental Health at EU Member States Level" and "The Impact of the UN Convention on the Rights of Persons with Disabilities (CRPD) on Mental Health Policies, Research and Care".

ASSOCIATION ACTIVITIES

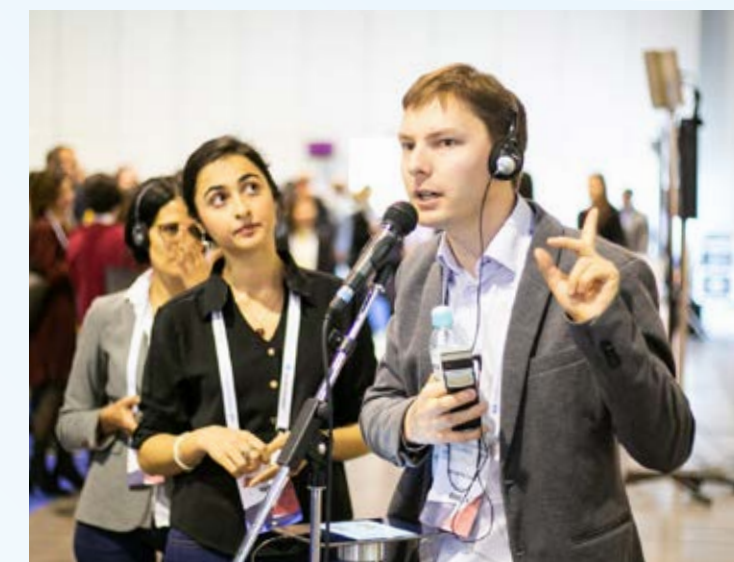
The EPA held an Ordinary General Assembly during the Congress, bringing together EPA individual members and National Psychiatric Association members. This year, the General Assembly was marked by important developments for the EPA:

- Prof. Philip Gorwood took on his new role as EPA President, for a mandate of 2 years;
- Prof. Peter Falkai was elected as EPA President Elect;
- New Board members as well as a new NPAs Steering Committee were elected.

The following EPA Committees also held meetings during the congress: Executive Committee, Board, Council of NPAs, Committee on Ethical Issues, Publication Committee, Early Career Psychiatrists Committee, Committee on Education. A Section Coordination meeting was also held.

SCIENTIFIC PROGRAMME

The 2019 scientific programme, the heart of the congress in Warsaw, included numerous standout sessions. With over 130 different sessions (56 Symposia, 3 Plenary Lectures and 6 State of the Art lectures, 3 Debates, 16 Workshops, 3 Ask the Expert Sessions, as well as 150 Oral Communications and over 2400 e-Posters), the congress contributed to shaping the debate around the new models and challenges facing psychiatry in Europe and beyond, and brought together leading experts in mental health care. The scientific programme is also an important reference for Early Career Psychiatrists, with 9 dedicated sessions throughout the congress as well as a selection of 16 high-level educational courses.



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Choosing Warsaw for the location of the EPA Congress was a great distinction for Polish psychiatry and the Polish Psychiatric Association. As a Polish Psychiatric Association, we were happy to be a partner of the EPA and pleased to contribute to the development of European psychiatry.

Prof. Agata Szulc and Prof. Jerzy Samochowiec
Co-Chairs of the 2019 Local Organising Committee

EPA COUNCIL OF NATIONAL PSYCHIATRIC ASSOCIATIONS (NPAS)



MEMBERS

During 2019 the EPA Council of NPAs has increased its members to 44, after welcoming the Belgian Professional Association of Medical Specialists in Psychiatry in April at the EPA Board meeting in Warsaw. Currently, EPA represents national associations from 40 European countries. (Information about all 44 NPA members is available on the EPA website.)

MEETINGS

The Council of NPAs held one very successful meeting in April 2019 in Warsaw - during the EPA 2019 Congress. In addition, the new Chair, Prof. Simavi Vahip, had a strategic meeting with the new EPA President, Prof. Philip Gorwood, in May 2019 in Brussels to define priorities and expectations. Lastly, a meeting was organised in September 2019 in Brno, during 18th Czech and Slovak Psychiatric Congress, between the representatives of EPA governance (Dr. Julian Beezhoid, EPA Secretary General, Prof. Simavi Vahip, Chair of the Council of NPAs, Dr. Lubomira Izakova, President of the Slovak Psychiatric Association and Prof. Pavel Mohr, President of the Czech Psychiatric Association).

SYMPOSIA

In 2019, one Council of NPAs' Symposium was organised as an NPA national event:

26 September – Brno, Czech Republic

“Unmet needs in the long-term treatment of serious mental illness: from remission to recovery”

Opening new routes on collaborating with all NPAs and their members will be crucial for an organised, active and impactful EPA-Council of NPAs to target better mental health care for all, better education and research to build the future, and better working conditions all around Europe.

Prof. Simavi Vahip, Chair of the NPAs Steering Committee

WORKING GROUPS

- 1. Identity of Psychiatry**
(co-chaired by S. Galderisi & P. Falkai)
- 2. Mental Health of Health Workers**
(co-chaired by T. Kurimay & A. Riecher-Rössler)
- 3. Mental Health at School**
(chaired by S. Vahip and co-chaired by R. Brunner)
- 4. Ethical Code in the Communication with Stakeholders**
(chaired by B. Carpiniello and co-chaired by D. Wasserman).

Sub-working groups:
Patients and Medias.

INTERACT NEWSLETTER

This year was the second complete year of circulation of the InterACT, the quarterly electronic newsletter of the Council of NPAs. The newsletter is managed by an NPAs' Editorial Board (Editor-in-chief Simavi Vahip) featuring content of particular interest to the NPAs, such as hot topics from across Europe, a Brussels digest, a closer look at our Partner NPAs, news from the Council, just to name a few. NPAs, EPA Sections and other collaborators provide the rich content of the newsletter in issues published in March, June, September, and December 2019.

OTHER ACTIVITIES

- 2019 Questionnaire about the next 2-year period of the Council of NPAs
- Initiative to support the inclusion of Gaming Disorder in the Eleventh Revision of the International Classification of Diseases (ICD-11)
- Support letter to European Networks for Early Intervention Assistance in Psychotic and Affective Disorders (EUNIA) project
- The Task Force on Education in European Psychiatry questionnaire



My commitment is to make EPA the single voice of psychiatry in Europe, representing and advocating for European psychiatrists, joining forces and drawing the future and landscape of mental health in Europe.

Prof. Philip Gorwood, EPA President

EU POLICY AND LOBBYING ACTIVITIES

The year 2019 marked a deep change in the EU landscape. The newly elected European Parliament and Commission, as well as the discussions around the new budget for the EU, have yielded new challenges for mental health care and for the advocacy initiatives of the EPA. Throughout the year, the EPA strengthened its work at EU level, building new alliances with key stakeholder organisations and witnessing a growing involvement of its Council of NPAs.

The main priorities pursued by the EPA were:

Raising awareness on mental health:

The EPA, together with the Council of NPAs, brought to light key elements that need to be further investigated on. To amplify the message, policy statements were delivered at all levels on the occasion of Suicide Prevention Day (10 September) and World Mental Health Day (10 October).

Shaping future funding for mental health research:

The EPA participated in shaping the new research and innovation programme “Horizon Europe” (successor of Horizon 2020), which also affects, to come extent, the investments into mental health research. Key achievements were the EPA contribution to the EU consultation on research, as well as targeted lobbying actions of the NPAs toward national governments.

Exchanging with policy makers:

Making patients, family members and healthcare professionals one voice: On the occasion of EU elections held in May, the EPA joined forces with EUFAMI and GAMIAN-Europe to call on the EU Parliament to take on and support EU-level action to better address and improve mental health across the EU. **Liaising with the EU Parliament's relevant coalitions:** In continuity with the work initiated in 2018, the EPA contributed to the MEP Alliance for Mental Health and made major efforts to advocate for a dedicated EU-level Mental Health Strategy.

Developing scientific collaborations and partnerships:

Collaborating with other mental health workforces: With the aim of improving communication and exchanges with other mental health related organisations, the EPA invited other actors to work towards common objectives. In addition to contributing to the launch of the European Pain Forum,

strategic partnerships were developed with the European Academy of Neurology (EAN) and the European Federation of National Psychologists Associations (EFPA).

Investing in research and innovation projects:

The EPA works in partnership under different projects developed in collaboration with other EU-level organisations. **Recover-E project:** The EPA is working with other partners to address gaps in healthcare systems in selected countries. The RECOVER-E project, led by Trimbos Institute, sees an active role of the EPA in the dissemination activities and scientific advice. **Developing Trust and Effective Care Project:** This project, jointly coordinated by the EPA and GAMIAN-Europe, aims at identifying the care experience of patients, complemented by the narratives of the mental health professionals. **Value of Treatment project - phase 2:** After the successful coordination of the Schizophrenia working group within the VoT 1 project (ended in 2018), since January 2019, the EPA is leading the Eating Disorders and Major Depressive Disorder working groups. **European Brain Research Area (EBRA) project:** This project is aimed at creating the conditions to streamline and better coordinate brain research across the EU. The EPA is involved as Third Party of EBC, coordinator of the EBRA project.

EU-level activities of the EPA and EPA-member National Psychiatric Associations are crucial on influencing mental health policies in Europe including plenty of areas ranging from gaining more support for high quality mental health care to research and fighting against stigmatization... Moreover, activities of EPA member NPAs from EU countries have influences beyond the borders of EU and inspire many other countries and NPAs from non-EU countries

Prof. Simavi Vahip, Chair of the NPAs Steering Committee

EDUCATION



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This year, more than ever, the Committee has been working to offer more training opportunities to all mental health professionals to expand their knowledge and skills through its new e-Learning Platform and the organisation of various training events.

Dr. Cécile Hanon
Secretary for Education

COMMITTEE ON EDUCATION

In 2019, the EPA Committee on Education, chaired by Cécile Hanon, met twice in Warsaw and in Paris to discuss how to further develop exciting new e-learning projects and strengthen its annual programmes, such as the EPA Summer School and EPA Courses.



EPA e-LEARNING

The highlight of the year was the creation and launch of the EPA e-Learning platform, an online catalogue of EPA training programmes aimed at all psychiatrists and professionals interested in extending their skills and knowledge in the field of mental health. With two courses on Cognitive Behavioural Therapy and Motivational Interviewing,



Dinesh Bhugra leads an EPA course on "Leadership Skills in Psychiatry" in Tbilisi, Georgia in November 2019.

and more to come in the coming year, the e-Learning platform has become a key tool for the EPA.

EPA COURSES

Continuing its commitment to year-round professional training, the EPA supported 17 successful courses that were organised throughout the year on a diversity of topics, from "Ethical Dilemmas in Clinical Psychiatry" to "How to Write and Publish a Paper in Scientific Journals."

EPA SUMMER SCHOOL

Once again, 20 selected young psychiatrists met in Strasbourg for a three-day intensive programme focused on the ABCs of Psychotherapy. Through lectures, workshops and simulation sessions, the participants had the opportunity to learn more about techniques and ideas that can be immediately implemented in the workplace.

ETHICS

COMMITTEE ON ETHICAL ISSUES AND ACTIVITIES

The Committee on Ethical Issues, chaired by Danuta Wasserman, discussed its ongoing activities in Warsaw in April and again at its annual meeting in Brussels in November and continued its work to raise awareness on ethical topics in psychiatry.

In order to reach out to all practitioners, the Committee organised an EPA Course in Warsaw entitled "Ethical Dilemmas in Clinical Psychiatry and Education" and offered more courses to all EPA NPAs across Europe.

A major part of the year 2019 was also dedicated to the circulation and data analysis of an online questionnaire, gaining insights on the existing evidence of compulsory admissions in European countries.



”

In the framework of its continuous cooperation with the Council of Europe, the organisation upholding human rights and democracy in Europe, the EPA Ethics Committee was invited to participate in a roundtable organised by its DH-Bioethics Committee this November in Brussels, focusing on good practices in mental health care.

In the past year, the committee focused on learning more about human rights in the frame of mental health and explored how best to help improve the protections and dignity of people with mental disorders during compulsory admissions in Europe.

Prof. Danuta Wasserman,
Chair of the Committee on Ethical Issues

PUBLICATIONS

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PUBLICATION COMMITTEE

The EPA Publication Committee is responsible for producing practical guidance papers, position statements, editorials and other publications on topics of interest to the mental health community and beyond. The Publication Committee ensures the selection of topics, suggests the list of authors, prepares the procedure of review and establishes the timeframes.

In 2019, a new committee composition was put in place in order to continue pursuing the goals of the committee.

In 2019, EPA leaders endorsed and published the following documents with the collaboration of EPA committees, the Council of NPAs and EPA Scientific Sections:

ENDORSED PUBLICATIONS

European Brain Council EU Election Manifesto

The EPA endorsed the European Brain Council's EU Election Manifesto, which called on Members of the European Parliament to:

- guide the EU to the role of global leader in brain research;
- sustain EU funding to expand and boost brain research;
- improve the quality of care for patients across the EU;
- recognise brain health as a priority for European society;
- encourage awareness, early preventative measures and early intervention to address the growing burden of brain conditions.

STATEMENTS

Joint EU Election Manifesto of GAMIAN - EUFAMI - EPA

In a joint statement, the EPA, GAMIAN-Europe and EUFAMI underlined that action is required as a matter of urgency, as mental ill health affects more than one in six people across the European Union in any given year, with costs and consequences that impact individuals, families and carers, health and social systems, society and the economy.

I consider the Publication Committee as an evolving centre of gravity for the EPA. It is my goal, with the help of the members of the committee, to develop a sustained, long-term plan of cultural dissemination and identity strengthening throughout not only traditional means like guidance papers and position papers, but also through the production of a series of textbooks that could become a milestone for the association by establishing a common platform for European training in psychiatry.

Prof. Andrea Raballo
Chair of the Publication Committee

The three organisations maintained that patients and their families should be at the centre of all aspects of healthcare provision, having access to integrated and accessible mental health care and called on the European institutions to ensure that mental health becomes a mainstream element in all EU policies with an impact on health.

They also urged MEPs to join the MEP Alliance for Mental Health to support work towards these objectives.

Suicide Prevention Day

On 10 September 2019, World Suicide Prevention Day, the EPA highlighted the importance of investing in suicide prevention and promoting cross-sectoral collaboration for the development of effective practices.

Mental Health Day

On the occasion of this year's World Mental Health Day, celebrated annually on 10 October, the EPA and its NPAs

joined the World Health Organization's "40 Seconds of Action" campaign to increase awareness of the tremendous impact of suicide as a global public health problem and let people how to take steps to prevent suicide.

Copies of these publications are available on the EPA website.

LETTERS OF SUPPORT

Letter of Support for the inclusion of Gaming Disorder in the Eleventh Revision of the International Classification of Diseases (ICD-11) Co-signed by the EPA President and the Chair of the EPA Council of NPAs, January 2019

Letter of Support to the HaPpy Project Signed by the EPA President, January 2019

Letter of Support to the EduBos project Signed by the EPA President, February 2019

Letter of Support to the project "Workplace Support for Promoting Mental Health and Wellbeing among Working Carers balancing paid work and care in Europe - RECONCILE" submitted under the Horizon 2020 Call: SC1-BHC-22-2019 - Mental health in the workplace Signed by the EPA President, March 2019

Letter of Support for the ADHDCARE project proposal on "Good practices for the psychoeducation of adults with Attention Deficit Hyperactivity Disorder (ADHD) and their caregivers in Europe" Signed by the EPA President, March 2019

Letter of Support for the H2020 Research and Innovation Action CASCADES Signed by the EPA President, March 2019



EARLY CAREER PSYCHIATRISTS COMMITTEE

In 2019, the Early Career Psychiatrists Committee, chaired by Dr. Nikolina Jovanovic, was very involved with the organisation of a dedicated track for early career psychiatrists (ECPs) at the EPA 2019 Warsaw Congress, including a variety of sessions tailored to the needs and interests of ECPs. A new feature in 2019 was also the organisation of the very first ECP Quiz before the annual ECP Networking Event.

GAINING EXPERIENCE PROGRAMME

Throughout the year, six young psychiatrists also took part in the successful Gaining Experience Programme 2018-2019 that was renewed for its 5th edition:



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I was truly honoured to receive the Pascal-Boyle Prize. Thank you EPA! It has really helped to highlight the need for our ongoing work to improve the quality of care for people with the most severe mental health problems across Europe.

Prof. Helen Killaspy
2019 Constance Pascal
Helen Boyle Prize winner

EARLY CAREER PSYCHIATRISTS



- Gamze Erzin from Turkey went to the Università Politecnica delle Marche in Ancona, *Italy*
- Tomasz Gondek from Poland visited the South London and Maudsley NHS Foundation Trust in London, *UK*
- Dimitriy Ivashchenko from Russia travelled to the Geha Mental Health Center in Tel Aviv, *Israel*
- Yanina Salavei from Belarus was selected for the Department of Psychiatry, Medical University of Warsaw in Psychiatric Hospital Tworzy in Pruszkow, *Poland*

- Necip Capraz from Turkey was welcomed at the Evangelisches Krankenhaus Königin Elisabeth Herzberge in Berlin, *Germany*
- Gumru Ahmadova from Azerbaijan journeyed to the LVR Institute for Healthcare Research in Düsseldorf, *Germany*

Finally, the ECPC was also devoted to strengthening its collaborations with various partners across Europe by attending the UEMS meetings, the EFPT Forum in Prague, the WPA Congress in Lisbon, etc.

PRIZES AND AWARDS

Constance Pascal-Helen Boyle Prize for Outstanding Achievement by a Woman in Working to Improve Mental Health Care in Europe.

The EPA named this prize in honour of Dr. Helen Boyle, an Irish-British psychologist who became the first female President of the Medico-Psychological Association; and Dr. Constance Pascal, a Romanian doctor, who was the first woman to qualify as a psychiatrist in France.

This prize was established to increase awareness of the outstanding achievements made by women working to improve mental health care in Europe. Prof. Helen Killaspy was selected as the 2019 Winner of the Prize

and awarded a €10 000 financial grant. Prof. Helen Killaspy is Professor of Rehabilitation Psychiatry at University College London and Psychiatrist at Camden and Islington NHS Foundation Trust, London, UK. She has conducted numerous high impact studies over the last 20 years focussing on improvement of care and outcomes for one of the most marginalised groups - people with severe and complex mental health problems. She led international research programmes and randomised trials evaluating complex interventions. The Prize was awarded to her during the Opening Ceremony of the European Congress of Psychiatry, on 6 April 2019 in Warsaw, Poland.



RESEARCH PRIZES 2019

The EPA Research Prizes rewards the authors of the best scientific papers published in the year 2018 in 5 different categories, and is open to Early Career Psychiatrists. Among 65 applications received and the very high level of the papers submitted, the international jury was able to select 5 winners for the 2019 Research Prizes:

Category 1: “Best paper published in European Psychiatry”
Delfina Janiri, Italy
“Psychopathological characteristics and adverse childhood events are differentially associated with suicidal ideation and suicidal acts in mood disorders”

Category 2: “Biological correlates and treatments of mental disorders”
Luis Alameda, UK
“Redox Dysregulation as a Link between Childhood Trauma and Psychopathological and Neurocognitive Profile in Early Psychosis Patients”

Category 3: “Child and adolescent psychiatry”
Hélène Vulser, France
“Early Variations in White Matter Microstructure and Depression Outcome in Adolescents with Subthreshold Depression”

Category 4: “Psychiatric epidemiology, social psychiatry and psychotherapeutic interventions in mental disorders”
Pirathiv Kugathasan, Denmark
“Association of Secondary Preventive Cardiovascular Treatment after Myocardial Infarction with Mortality among Patients with Schizophrenia”

Category 5: “Clinical psychopathology and refinement of psychiatric diagnostic categories”
Daria Smirnova, Russia
“Language Patterns Discriminate Mild Depression from Normal Sadness and Euthymic State”

”

It was an honour being awarded the EPA Research Prize. Thanks to the EPA committee for this amazing opportunity.

Luis Alameda
2019 Research Prize winner



SCHOLARSHIP PROGRAMME 2019

In 2019, the EPA was pleased to award 5 Scholarships to selected Early Career Psychiatrists and trainees to attend the EPA Congress. The 5 candidates selected among 63 applicants had the opportunity to join the EPA in Warsaw, Poland for the 27th European Congress of Psychiatry, and to benefit from waived congress registration, free access to an EPA Course, one year of EPA membership and paid travel expenses and hotel accommodation. In 2019, the jury awarded scholarships to:

- **Pavel Trančík, Czech Republic**
- **Gamze Erzin, Turkey**
- **Matthäus Fellingner, Austria**
- **Teresa Gómez Alemany, Spain**
- **Theodoros Koutsomitros, Greece**

The Research Prize and Scholarship winners gathered in Warsaw, Poland for the 27th European Congress of Psychiatry, and received their awards during the Opening Ceremony of the congress.

”

Being an EPA Scholarship awardee is a prestigious moment, which confirmed that I am involved in the right medical field and extracurricular activities are worth doing. I was honoured to be selected by the committee and this award is a motivation for further work.

Pavel Trančík
2019 Scholarship winner



”

A new Task Force for EPA Scientific Sections was created in 2019 to:

1. evaluate the activities of all Sections;
2. improve the involvement of EPA Sections in the activities of the Association;
3. update the EPA Sections' rules of procedures;
4. reinforce collaboration with other EPA bodies.

Prof. Andrea Fiorillo
Secretary for Sections

EUROPEAN PSYCHIATRY JOURNAL

The official journal of the EPA, *European Psychiatry*, was created in 1986 in order to promote exchanges between researchers and offer high-level scientific articles. The journal is published by Elsevier and in 2019 was led by three EPA Editors: Reinhard Heun (until 24 May 2019), Andrea Fiorillo, and Sophia Frangou.

European Psychiatry aims at providing a variety of psychiatric research on numerous topics such as 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. *European Psychiatry* also publishes EPA Guidance Papers, editorials, letters to the editor, EPA news and event information.

Through a new partnership with Cambridge University Press, the EPA and the *European Psychiatry* editorial team began the transition process for moving to an open access model in 2020.

Philip Gorwood, EPA President, said in statement about the move to a different publishing model:

“Converting to open access, that is, providing free online access to all articles of *European Psychiatry* for everyone, as well as expanding article reuse rights, appeared a vital move to ensure that a maximum of psychiatrists and clinicians in Europe, and around the world, have access to important new findings ... We also hope, and believe, that our partnership with Cambridge will further strengthen the EPA's role as a leader in supporting and promoting psychiatric clinicians and researchers worldwide.”

Current issues of *European Psychiatry*, including abstracts, full texts and PDFs, are available on www.cambridge.org/core/journals/european-psychiatry. Users may also consult author information and permissions and submit manuscripts. Archived issues of *European Psychiatry* are restricted to paid-up EPA Members.



Key information

- Maintained dynamic presence in the field of psychiatry
- 2017 Clarivate Analytics Impact Factor (2-Year): 3.941
- 2017 TR-ISI Impact Factor (5-Year): 4.268
- 2017 Journal Immediacy Index: 0.83
- Ranked 37th of 146 journals, in the JCR category: Psychiatry
- Volumes 55-62 Published; 113 articles, excluding Supplements
- ScienceDirect customers worldwide: 3,156 entitled accounts
- Total Usage (Readership): 796,772
Full text articles downloads on Science Direct, January-October 2019: 705,800
Full text articles downloads on JBS (HealthAdvance), January-October 2019: 90,972

SECTIONS

SECTIONS ACTIVITIES AT THE EPA CONGRESS

As in previous years, the 22 EPA Sections supported substantially to the scientific programme of the European Congress of Psychiatry, which took place in Warsaw in April 2019, by organising 14 symposia, 14 workshops and 6 courses. Additionally, 17 EPA Sections held their business meetings at the EPA annual congress.

SECTIONS ACTIVITIES THROUGHOUT THE YEAR

In addition to the activities carried out during the EPA annual congress, EPA Scientific Sections also organised scientific symposia, conferences, surveys and meetings throughout the year. All these are reflected in the annual reports provided by the Sections and visible on the EPA website.

COLLABORATION WITH OTHER SOCIETIES

During 2019 the EPA continued to actively cooperate and improve collaboration with different European and International organisations in the field of psychiatry and mental health.

Partnership actions included joint events and projects, reciprocal promotional agreements, exchange of observers and expert consultations.



EPA COLLABORATION WITH EUROPEAN INSTITUTIONS AND BODIES

Council of Europe (CoE) (consultative status)
European Medicines Agency (EMA) (scientific collaboration)
European Parliament (Interest Group on Mental Health, Wellbeing and Brain Disorders)

EPA PARTNERS WORLDWIDE

African Association of Psychiatrists and Allied Professions (AAPAP)
Asian Federation of Psychiatric Associations (AFPA)
Senior International Health Association (SIHA)
The Royal Australian & New Zealand College of Psychiatrists (RANZCP)
World Health Organization (WHO)
World Psychiatric Association (WPA)



EPA PARTNERS IN EUROPE

European Brain Council (EBC)
European College of Neuropsychopharmacology (ECNP)
European Federation of Associations of Families of People with Mental Illness (EUFAMI)
European Federation of Psychiatric Trainees (EFPT)
European Scientific Association on Schizophrenia and other Psychoses (ESAS)
European Union of Medical Specialists (UEMS)
Global Alliance of Mental Illness Advocacy Networks-Europe (GAMIAN - Europe)
The new EPA President, Prof. Philip Gorwood, began exploring closer collaboration with the European Academy of Neurology (EAN) and European Federation of Psychologists' Associations (EFPA)



MEMBERSHIP



MEMBERSHIP

The EPA is an association of National Psychiatric Association Members; and of qualified individuals in the forms of Individual Members, Fellows, Emeritus Member, Honorary Members, International Individual Members, Students Members, Associate Members and Affiliate Members; and of Donor Members; and of Associate Organisations.

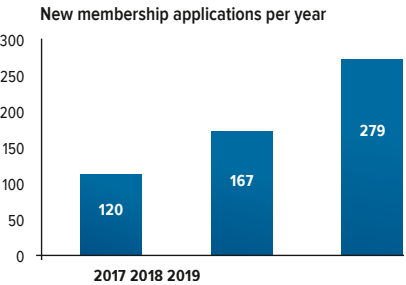
KEY FIGURES

The EPA community represents over 80,000 European psychiatrists from 88 countries, namely 1,635 individual psychiatrists and professionals in mental health care and 44 National Psychiatric Associations. The association, dedicated to psychiatry and its related disciplines, is focused on improving care for the mentally ill and developing professional excellence.

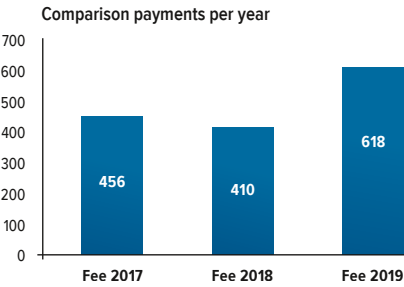
RECRUITMENT

From January to December 2019, EPA experienced an increase of 67% in membership applications compared to previous years.

Indeed 279 new membership applications were accepted. Among them, 199 are Individual Members, 44 are International Individual Members, 11 are Student Members and 25 are Associate Members; 145 of the total are Early Career Psychiatrist Members.



PAYMENT



SURVEY

In 2019, the EPA conducted a satisfaction survey among EPA members and non-members. The purpose of the survey was to evaluate and better understand the motivations, behaviours and desires of EPA Members and to understand the EPA's image for non-members, with an over-arching goal of implementing strategies to improve membership benefits for our members and to make EPA membership more attractive. The resulting actions from survey responses are underway and will be put in place in future member-focused projects.

Committing to donate €5 for each survey response collected, the EPA made a charitable donation (€500) to the Association "Active Against Depression", located in Warsaw, Poland.



EPA WEBSITE

The EPA launched its new website and revamped newsletter in early 2019, prompting an increase of website visits, up 30% from previous years, as well as increased engagement. The EPA undertook this important communication project in order to make it easier for current and new community members in all realms of mental health practice, care and policy to stay informed about association updates, relevant scientific news, deadline reminders and daily opportunities to connect with other psychiatric professionals around the world.

SOCIAL MEDIA

In 2019, the EPA once again increased its social media presence, which regroups more than 22,091 community members on Facebook, Twitter and LinkedIn altogether, for a yearly increase of almost 20% from 2018 numbers.



COMMUNICATION

EPA MINDS ONLINE NEWSLETTER

In addition to social media activities, all 10 issues of the EPA 2019 Minds Online newsletter were sent out to over 15,151 subscribers, whose numbers continue to rise from year to year (compared to 13,000 in 2018 and 12,000 in 2017).

INTERACT NEWSLETTER

Established as a way to enhance communication between the EPA and its NPAs, as well as among the NPAs themselves, the InterACT Newsletter features content of particular interest to the NPAs, such as EU funding and advocacy news, hot topics from across Europe, calls for cooperation among NPAs, and others. The InterACT newsletter provides a forum for exchange and knowledge among the EPA's NPAs, Sections, Committees, Council of NPA Working Groups, who all actively contribute to providing content and disseminating the issues within their networks.

In 2019, 4 quarterly issues were sent to approximately 220 NPA representatives included on the exclusive subscriber list.



FINANCES

The 27th European Congress of Psychiatry gathered record-breaking attendance in Warsaw, Poland, with a particular effort to increase attendance from central and eastern European countries. As a result, the registration level exceeded the forecast.

The individual membership fees collection significantly increased, thanks to a General Assembly where Board elections took place, which usually creates further interest, and thanks to secretarial commitment to keeping closer follow-up on members' contacts.

The EPA Committee on Education benefitted from an unrestricted educational grant to support its e-learning programme: EPA finished the production of the 2nd e-learning course (on Motivational Interviewing) in 2019,

and started the production of the 3rd (on Major Depressive Disorder) to be released in 2020.

The EPA called on third parties for regular services (lawyer, accountant) but also to get professional assistance on calls for proposals launched in 2019: journal publishers and professional congress organisers. In addition, an internal audit was decided and conducted during the year, which accounts for the difference between the initial forecast and the result.

Two Board meetings were held outside of the congress in 2019: in May to hold Office Bearers' elections and in November, in conjunction with an Extraordinary General Assembly.

The President presented his strategic plan to the Board in May, which resulted in the

approval of a budget integrated in the forecast during the year. The implementation is still ongoing and will span over 2019 and 2020.

The Council of NPAs seems to have made savings compared to their forecast: the usual Council meeting did not take place in 2019 but in January 2020, and therefore will appear on the 2020 budget.

Office expenses remained overall stable (Strasbourg property, Brussels office, office charges); whereas the office salaries package went up slightly, mainly due to termination of employment subsidies.

All in all the improved congress results and different incomes allowed for coverage of the activity-related expenses, leading to a balanced 2019 result.

EPA RESULT 2019

| INCOME | GA 2019 | 2019 UPDATE (28.10.19) | 2019 RESULT |
|--|---------|---------------------------|-------------|
| Surplus from congress | 686 741 | 814 654 | 817 743 |
| Annual membership fees (individual) | 48 000 | 63 250 | 61 196 |
| Corporate membership | 2 000 | 2 000 | 2 000 |
| National Psychiatric Associations fees | 37 000 | 37 000 | 36 845 |
| Total income from membership | 87 000 | 102 250 | 100 041 |
| European Psychiatry Journal | 12 000 | 12 000 | 14 641 |
| Miscellaneous | 11 140 | 11 140 | 7 299 |
| Grant EU Recover-E | 10 500 | 3 260 | 3 973 |
| Unrestricted educational grant e-learning | 55 400 | 55 400 | 55 400 |
| Educational course subscriptions | - | 3 800 | 3 893 |
| INCOME TOTAL | 862 781 | 1 002 504 | 1 002 990 |
| EXPENSES | | | |
| EPA building (Strasbourg) | 54 000 | 54 000 | 54 316 |
| Third parties | 46 300 | 59 300 | 58 866 |
| Brussels Office | 15 000 | 15 000 | 12 342 |
| Board meetings | 12 000 | 24 000 | 28 591 |
| Executive Committee meetings | 10 000 | 0 | 0 |
| Ethics Committee : meetings and activities | 6 000 | 6 000 | 5 750 |
| Education Committee : meetings and activities | 57 000 | 57 000 | 69 800 |
| National Psychiatric Associations symposia & meetings | 10 000 | 5 000 | 2 175 |
| Section Coordination activities | 0 | 0 | 0 |
| Visits to HQ /auditors / new TFs | 9 700 | 9 700 | 3 947 |
| Early Career Psychiatrists Committee : meetings and activities | 15 300 | 17 250 | 13 875 |
| Partnership | 31 283 | 31 283 | 27 887 |
| Presidential Strategic Plan | - | 45 000 | 1 169 |
| Grant Recover-E | 10 500 | 3 260 | 3 973 |
| Prizes | 20 000 | 20 000 | 20 004 |
| Corporate communication | 15 250 | 15 250 | 13 961 |
| Membership costs | 3 500 | 3 500 | 6 200 |
| European Psychiatry Journal costs | 23 000 | 33 600 | 33 754 |
| Other direct charges (Taxes) | 8 000 | 8 000 | 13 916 |
| Office charges | 28 400 | 28 400 | 27 118 |
| Office salaries total incl. President's assistant | 548 679 | 548 679 | 567 009 |
| Training for staff | 1 500 | 1 500 | 6 758 |
| EXPENSES TOTAL | 925 412 | 985 722 | 971 412 |
| INCOME TOTAL | 862 781 | 1 002 504 | 1 002 990 |
| EXPENSES TOTAL | 925 412 | 985 722 | 971 412 |
| NET RESULT | -62 632 | 16 781 | 31 578 |

SOURCES OF INCOME 2019
Based on total income

- 61% Congress income registration
- 33% Sponsorship from Industry
- 4% Membership
- 1% Journal
- 1% Miscellaneous

Sponsorship from industry includes Congress Sponsorship (incl. Satellites) and Exhibition, as well as non-Congress related grants/sponsorship.

Highest contribution by a single company: 9.31% of the overall Income.

INCOME 2019
Based on Congress surplus

- 81.5% Surplus from congress
- 10% Total membership
- 5.5% Educational grant
- 1.5% European Psychiatry Journal
- 0.7% Miscellaneous
- 0.4% EU grant
- 0.4% e-Learning subscriptions

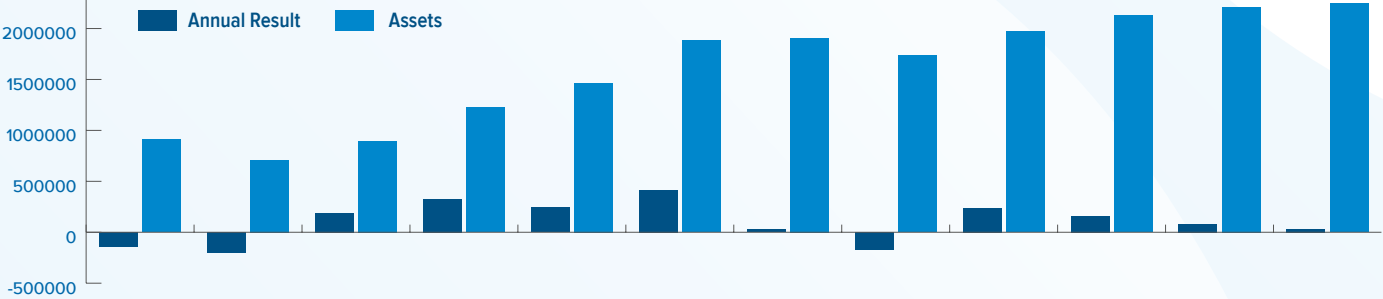
EXPENSES 2019
Excluding Congress expenses

- 58% Office salaries total
- 7% Education Committee
- 6% Third parties
- 6% Strasbourg premises
- 3% Partnership
- 3% Office charges
- 3% Board meetings
- 3% European Psychiatry Journal costs
- 3% Other
- 2% Prizes
- 1% Taxes incl. income tax
- 1% Brussels Office
- 1% Corporate communication
- 0.4% ECPC
- 0.2% Council of NPAs symposia & meetings

MAIN EXPENDITURES 2019
Based on total expenses

- 61% Congress expenses
- 23% Salaries
- 12% Other
- 2% Education Committee e-learning
- 2% Meetings

EVOLUTION OF EPA ASSETS 2009-2019



CALENDAR OF PRESIDENTIAL ACTIVITIES

Presidential Activities from January through March 2019 were undertaken by Prof. Silvana Galderisi, before the official change of presidential mandate in April 2019.

18 January, Brussels, Belgium
EBC Value Of Treatment
Kick-off meeting

25 January, Gyor, Hungary
Annual Congress of the Hungarian
Psychiatric Association
Conferment of Honorary Membership

7-8 February, Munchen, Germany
Eunia Project 1st workshop

7 March, Paris, France
EPA/IAWMH Symposium
"Child and Women's Mental Health
in Humanitarian Emergencies "

29 March, Bucharest, Romania
GAMIAN-Europe Convention
Conferment of the GAMIAN-Europe
Personality Award

9 May, Budapest, Hungary
Perinatal Mental Health Conference

15 May, Brussels, Belgium
Value of Treatment (VoT) research
project and VoT Eating Disorders
Meeting

16 May, Brussels, Belgium
EBC Board Meeting

1 July, Oslo, Norway
EAN Annual Congress

7-10 September, Copenhagen, Denmark
ECNP Annual Congress, including
the ECNP-EPA joint symposium

19 September, Brussels, Belgium
EBC Board Meeting, Strategic
Workshop and General Assembly

27 September, Athens, Greece
Caring for carers" EUPIONI Meeting

8 October, Zurich, Switzerland
Partnership meeting with the
European Federation of Psychologists'
Associations (EFPA)

16 October, Brussels, Belgium
MEP Alliance for Mental Health Meeting

27 November, Brussels, Belgium
Meeting Value of Treatment (VoT)
Eating Disorders Meeting

2-4 December, Nice, France
Congrès Français de Psychitrie (CFP)

CALENDAR OF INTERNAL MEETINGS

6-9 April, Warsaw, Poland
27th European Congress of Psychiatry
Meeting of the EPA Board and all EPA
Committees
Meeting of the Council of NPAs

16-17 May, Brussels, Belgium
1st EPA Scientific Programme Committee
meeting

2-3 July, Paris, France
2nd EPA Scientific Programme
Committee meeting

18 November, Paris, France
Meeting of the Committee on Education

23-24 November, Brussels, Belgium
Meeting of the Early Career
Psychiatrists Committee

25 November, Brussels, Belgium
Meeting of the Committee on Ethical
Issues

1 November, Brussels, Belgium
EPA Executive Committee Meeting

1 November, Brussels, Belgium
Extraordinary General Assembly

2 November, Brussels, Belgium
EPA Board Meeting



EUROPEAN PSYCHIATRIC ASSOCIATION

ANNUAL REPORT 2019

EPA ADMINISTRATIVE STAFF

EPA ADMINISTRATIVE OFFICE

Administrator: **Caroline Martin**

Deputy Administrator: **Katie Luck**

Finance Manager: **Valérie Allspach-Kiechel**

Administrative and Membership Officer:
Carole Guillaume

Project Manager for Education,
Ethics, ECPC: **Lara Le Noan**

Project Manager for Congress
and Communication: **Meaghan Dreyer**

Project Manager for NPAs,
Sections, Partnerships:
Athina Swietochowski-Palapanidou

Interim Project Manager for NPAs,
Sections, Partnerships: **Vanessa Ayure**

Congress and Events Assistant: **Coline Godard**

Event Management and Communication
Apprentice: **Yasmine Kheir**

EPA BRUSSELS OFFICE

Scientific and Policy Manager: **Mari Fresu**

Scientific and Policy Assistant:
Lara Grosso Sategna

Scientific Project Officer: **Ulrike Kool**

Policy and Events Trainee: **Nadine Boesten**

The EPA wishes best of luck to former
EPA team members in 2019:

- **Ulrike Kool**, Scientific Project Officer
- **Nadine Boesten**, Policy and Events Trainee

2019 Annual Report Editors

Philip Gorwood

Meaghan Dreyer

Yasmine Kheir

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