



Support Progress Promote

STRATEGY 2020 Refresh

## Vision, Mission and Values

### Our Vision

To be recognised as the leading professional body for biomedical science

### Our Mission

We are dedicated to the promotion, development and delivery of excellence in all aspects of biomedical science and will provide the highest levels of service to patients and the public.

We will support our members in their practice of biomedical science and set quality standards for the profession through training, education, assessments, examinations and continuous professional development.

### Our Values

#### Member Focus

- We will offer the leadership, support and opportunities for development that our members need to fulfil their potential.
- We will listen to our members and address the issues that are important to them.
- We will provide our members with services of high quality and value, tailored to their needs.

#### Integrity

- We will act with honesty and integrity in all that we do.
- We will say what we will do and do what we say.
- We will use fair, open and transparent governance, management and administration processes.
- We will accept responsibility for our actions.

#### Professionalism

- We will take pride in what we do, and do it to the highest standards.
- We will be positive in the way we talk about the Institute both to each other and with those outside it.
- We will value and protect the Institute's reputation and heritage.

#### Respect

- We respect and value the diverse background, experiences, approaches and ideas of all individuals.
- We will be respectful and considerate in our dealings with our members, stakeholders, partners, public and each other.

#### Continuous Improvement

- We are forward looking and will embrace new ideas and change.
- We are open to learning from others and will embrace collaborative working.
- We are committed to professional and personal development.
- We acknowledge our mistakes and learn from them.

## Key Themes

Due to the COVID-19 pandemic this year, the IBMS Council and Executive have taken the decision to refresh the strategy 2020 to enable us to focus on delivering an achievable strategy for the next 9 months.

The three key themes are based on our Member Value Proposition: Support, Progress, Promote

### Support

IBMS provides members with professional standards and support that help ensure safety, quality, well-being and peace of mind.

### Progress

IBMS provides its members with simple and seamless access to training, qualifications, and knowledge to progress their careers and stay relevant as the profession changes.

### Promote

IBMS provides its members with a strong, respected and progressive voice to promote the professions at all levels.

## 1. Support

The foundation of the IBMS is the knowledge and expertise of its members. We recognise that to deliver our vision we must ensure we support members to develop their practice and deliver quality services.

### 1.1 Develop digital learning resources

Subject to a successful outcome of the eLearning pilot, we will support members through virtual portfolio assessments, CPD and training resources.

### 1.2 Create digital registration portfolios

Following the success of introducing virtual assessments, we will move to electronic registration portfolios bespoke to the IBMS and supporting processes.

### 1.3 Develop a mentoring scheme for members

We will create a pool of mentors who are willing to support and inspire other members by providing mentorship.

### 1.4 Events and webinars

We will support members' careers through a series of live digital events and webinars. These will include a range of topics for all members such as well-being, finding a laboratory placement, overcoming barriers to CPD and through a four-day virtual event - *The Biomedical Scientist Live*.

### 1.5 Review local funding arrangements

We will support members to run local initiatives and where possible reduce the administrative burden on local groups. A consultation with regions and branches regarding group finances is proposed for 2021.

### 1.6 Governance consultation

We will consult with members on council elections and duration of office. Following member feedback Council will discuss the final outcome and, if appropriate, a proposal will be put to the AGM in June 2021. If supported, the *Memorandum and Articles of Association* will be updated. A transition period to imbed new arrangements will follow.

### 1.7 Review operating procedures

In light of the COVID-19 pandemic, we will review internal operating procedures and implement changes where necessary or beneficial.

## 2. Progress

We recognise that, as the profession changes, members require access to qualifications and knowledge to progress their careers and stay relevant. At the heart of the IBMS's vision we must provide members with simple and seamless qualifications and information to help them progress.

### 2.1 Development of qualifications

- a. A Certificate of Expert Practice in Pathology IT will be developed and launched in 2021 ready for a January 2022 intake.
- b. A Diploma in Expert Practice in Ultrastructural Pathology will be developed and launched in 2021 for first examination in 2022.

- c. We will develop tissue specific training and qualification options for histopathology reporting in response to service need.

## **2.2 Review existing qualifications**

- a. We will undertake a review of the Advanced Specialist Diploma (ASD) in Histological Dissection to ensure fitness for purpose and parity with areas of study in the Scientist Training Programme (STP) to ensure its suitability as a follow-on qualification.
- b. We will complete the review of the Higher Specialist Diplomas to ensure their fitness for purpose and relaunch in September 2021.
- c. We will also undertake a review of the specialist portfolios that looks at the structure of the portfolio in the context of fitness for purpose.

## **2.3 Advice and guidance**

Subject to a positive outcome, following the public consultation on biomedical scientists being able to supply and administer medicines, we will undertake a scoping exercise to identify the opportunities for biomedical scientists to become independent prescribers.

## **2.4 Supporting career progression**

We will begin to distribute Health Education England (HEE) funding to support training for candidates undertaking our reporting qualifications, subject to contract being signed.

## **2.5 Providing eLearning for members**

We will develop our eLearning offering, pending Council approval, to members through an eLearning platform.

## **2.6 Publication contracts**

We will review the publishing arrangements of our membership magazines to ensure continued delivery of high quality, relevant and financially viable publications.

# **3. Promote**

For the IBMS to deliver on its vision, it is key to have a voice for its members and influence within the sphere of biomedical science, Governments and policy development. We aim to deliver the following goals:

### **3.1 Raising the profile**

To build on the work undertaken so far to raise the profile of the profession and celebrate success, we will support a number of initiatives including: Biomedical Science Day, a membership video and Superlab 2.

### **3.2 Developing a new website**

We will begin a process of developing a new website that will improve the user experience and navigation, making it easier to find information and increasing usage of the members' area through tailored content and better functionality.

## **3.3 Diversity**

To ensure the IBMS has a strong, inclusive, progressive voice that promotes the profession and our members at all levels, we shall consider whether the organisation's position on anti-racism needs to be more clearly articulated.