



IBMS Institute of
Biomedical Science

Support • Progress • Promote

IBMS ANNUAL REPORT 2021

ABOUT IBMS

Dedicated to excellence in biomedical science

With over 21,000 members in 74 countries, the Institute of Biomedical Science (IBMS) is the leading professional body for scientists, support staff and students in the field of biomedical science.

For over 100 years we have been dedicated to the promotion, development and delivery of excellence in biomedical science within all aspects of healthcare, and to providing the highest standards of service to patients and the public.

SUPPORT

Supporting your journey

We provide our members with professional standards and support to help ensure safety, quality, wellbeing and peace of mind.

PROGRESS

Progressing your career

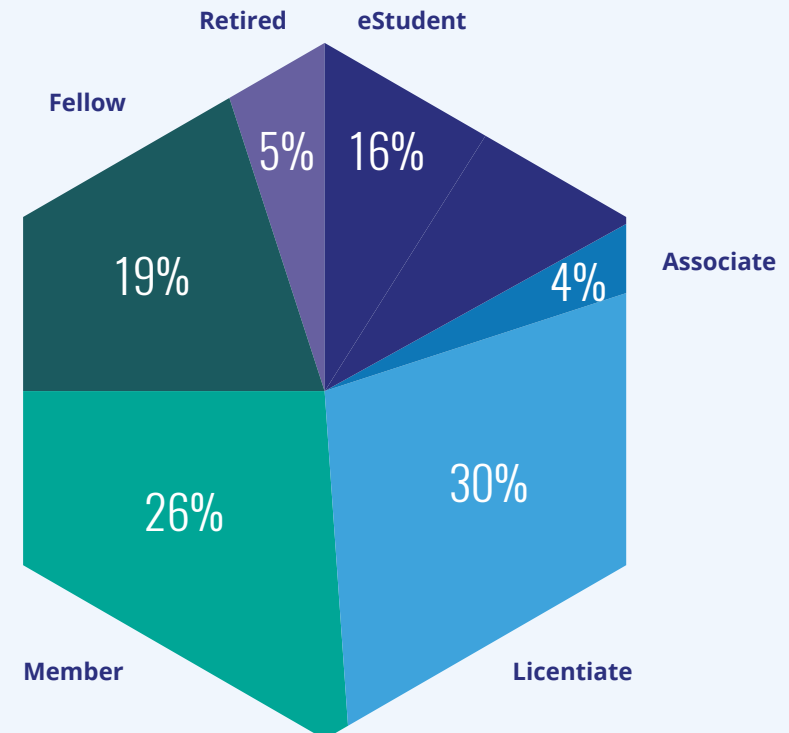
We provide members with simple and seamless access to training, qualifications and knowledge to progress their careers and stay relevant as the profession changes.

PROMOTE

Promoting your profession

We provide members with a strong, respected and progressive voice to promote the professions at all levels.

Percentage of members in each of the grades of membership



Membership

2021

74
company
members

4,032

new applications including
new eStudents, member
upgrades and member rejoins

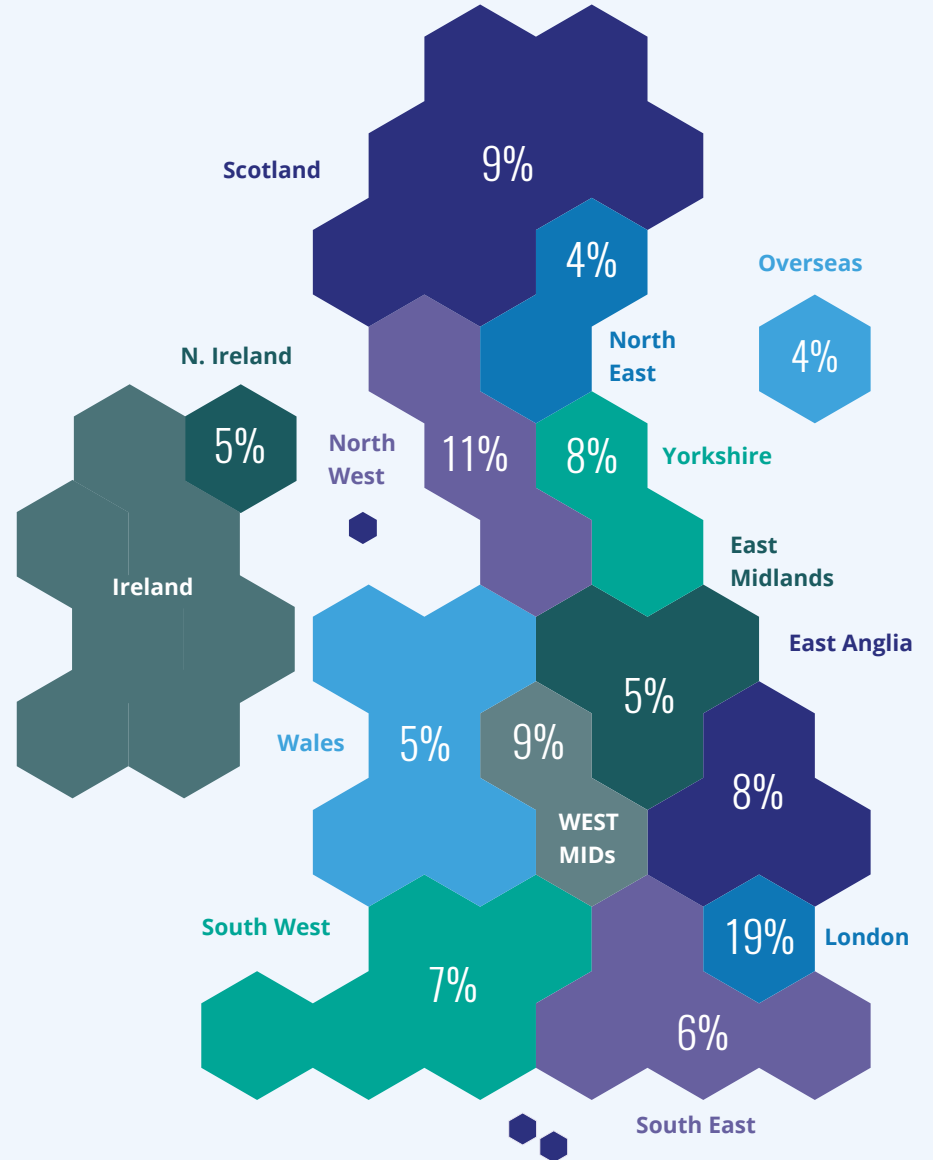


756

international members in
79 countries worldwide

Over
21,067
members

Where our members are (for map)



WELCOME



President's welcome

"The pandemic has given biomedical science a profile that we had previously never been able to obtain – I've never heard the words "testing in the laboratory" so frequently in the media. It has been an opportunity to demonstrate the complexity of all the work that we do, and how key we are to the vast majority of clinical diagnoses – not just to the coronavirus response.

I would like to recognise the incredible commitment of IBMS members across the country and the sacrifices and extraordinary steps that were taken to ensure service resilience so that our patients and the public could access the tests and results they desperately needed.

Our profile has never been higher; who could have possibly predicted that the public would have been discussing laboratory testing in the country's buses, trains and pubs, never mind across their own dining tables. The importance of the service we provide 24 hours a day was finally given attention and we were in demand to explain the complexity and reasons behind what we do to keep patients safe.

There has also been increased government recognition of our role and the funding needed for our work. Over the years, laboratory services have been significantly under-resourced and pathology departments run at a bare minimum staffing level, with limited resilience or potential to flex or increase capacity when we have major public health issues or spikes in workload such as the current pandemic.

We must work together to reverse this trend and ensure pathology funding is commensurate with our vital role in the patient pathway and that we are funded to respond rapidly to future pandemics.

The IBMS has changed due to the pandemic; we have adapted, raised our profile and this will be a permanent change – we must not slip under the stone again. This will require action not just from Council but from all Institute members to step out of the shadows and grasp the opportunity that has been presented to our profession.

I have never been as proud of the profession and to be a biomedical scientist as I am today. I am honoured to have served as President the past two years and I look forward to further success in 2022 and beyond under the expert and more-than-capable hands of our new president Debra Padgett, who is undoubtedly the right person to take our profession forward and highlight the key role we play in healthcare."

Professor
Allan Wilson
IBMS President 2020–21



Chief Executive's summary

"Though I only started as Chief Executive halfway into 2021, my position on IBMS Council meant I already knew a lot about what our professional body was doing to go above and beyond on our behalf throughout the pandemic.

Now that I'm here every day, what I more fully understand is just how hard the IBMS staff work to provide our members with the best services, qualifications and outcomes for their careers and the profession at large.

With the Council's bold and ambitious five-year strategy now set, I feel that I've joined at a crucial time. I hope to use my position to enact the changes envisioned by our members' elected representatives, and make sure that all IBMS decisions and actions are made in the best interests of our members, our professional standards, and our patients.

Part of what the pandemic has taught us is that the IBMS needs to develop how it interacts with and impacts the UK Government and its policies. We have made major inroads – working with government, devolved administrations, healthcare institutions, professional bodies, industry leaders and round tables – but we now plan to develop our capability with dedicated policy staff.

It is also imperative that we continue to secure the education and training needs of the future workforce – forging links with the NHS England practice educators, and strengthening links with our colleagues in Wales, Scotland and Northern Ireland, while also sharing our knowledge and standards with our global members.

Above all, I want the IBMS to keep listening to our members – so that we can continue to provide all the services that they need to supplement their careers, and respond quickly and dynamically on their behalf to any challenges they are facing.

There is a lot to do, and a lot of positive change to fight for. Our workforce's skills and expertise have finally been recognised. Now we need to use that recognition to make sure the profession is supported and allowed to develop at the pace it needs to."

David Wells
IBMS Chief Executive



SUPPORT

Supporting our members

Highlights from the IBMS in 2021

- ◆ We re-introduced on-site verifications and examinations to work alongside virtual verifications and examinations, giving more options for how assessments of our qualifications were able to be made.
- ◆ On behalf of the profession, consultations we responded to included: the Health and Care Professions Council (HCPC) *Standards of proficiency* review for biomedical and clinical scientists; and the HCPC *Guidance on health and character*.
- ◆ We took part in the Quality Assurance pilot for HCPC approval of education providers for route to registration for biomedical scientists.
- ◆ Our criteria for the accreditation of undergraduate and postgraduate degrees in biomedical science were reviewed and revised.
- ◆ In reaction to a significant rise of costs for medical malpractice cover, as a result of the pandemic on the insurance market, we surveyed members and then launched a new insurance scheme to cover the requirements of any whose employment requires it.
- ◆ Regarding the blood test supply issues that affected the NHS in Scotland, Wales and England, we provided guidance to members and the public.
- ◆ We commissioned a short film to highlight our membership support throughout the pandemic.

- ◆ In response to member requests and to highlight concerns of the profession, we created statements and responses that were widely press released and published on our website.
- ◆ Aimed at developing their skills and to share best practice and improve the network, we ran a series of Support Hubs for training officers.

Launching our mentoring scheme

In February 2021, the IBMS launched a new mentoring scheme. The programme is aimed at members who are looking for support in their career development to become mentees, and for Chartered Fellows and Members who are willing to help others with their development to become mentors.

Mentoring is a way of supporting early career members to gain the skills, knowledge and confidence to perform at a higher level, and of giving them access to impartial, non-judgmental guidance and support.

During the mentoring process the mentor shares their personal skills, knowledge and experience with the mentee to enable them to explore their personal and professional situation. It is a two-way process in which the mentor and mentee work together to set and achieve predetermined goals and objectives.

We believe in the powerful impact mentoring can have on an individual's professional growth. Everyone has something to give, and everyone has something to learn. Our mentoring programme will support this process and enable IBMS members to reach their full potential.

How we provided members with professional standards and support to help ensure safety, quality, wellbeing and peace of mind.

Support Hub for training officers

Members were invited to attend lunchtime workshop sessions to network with other training officers around the UK while reviewing skills central to being a successful training officer.

Hosted by Biomedical Scientist Team Manager and Blood Sciences Training Officer Tahmina Hussain and Former PHE Scientific Education and Training Manager Mike Carter, the Support Hub sessions centred on relevant topics in training and enabled members to ask direct questions of the team.

Statements and guidance in brief

Position Statement: Role requirements and banding for scientists undertaking reporting within Cellular Pathology departments

In response to service need, and with the support from all UK health departments, the IBMS and the Royal College of Pathologists (RCPATH) jointly developed and introduced a UK-wide recognised training and examination framework to enable the scientist workforce to take on certain functions that have previously been the sole responsibility of medically qualified staff.

IBMS issues guidance to members on blood tube shortage

In reference to the global shortages of blood tube products, the IBMS informed members of the NHS in Scotland, England and Wales about guidance intended to apply to every site to balance demand, regardless of system being used.

Disseminating the information to members, the IBMS aimed to provide some clarification on the Becton Dickinson shortage of blood test tubes affecting the NHS and the implications for pathology services.

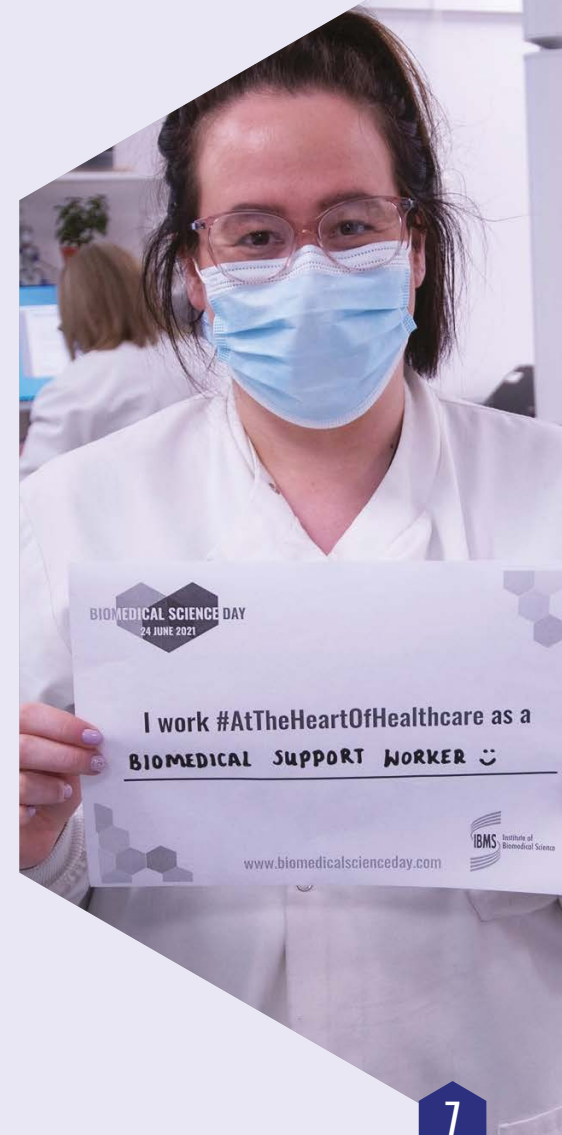
In response: COVID-19 mass testing centres

Following the suspension of a COVID-19 testing laboratory in Wolverhampton, the IBMS publicly reiterated the need for a regulated workforce and laboratory accreditation for mass testing centres.

As the professional body for biomedical science, we outlined our position that we expected any workforce undertaking diagnostic testing for COVID-19 to have to meet the same minimum requirements as any other medical laboratory workforce involved in diagnostic testing.

“Our members’ established services have some of the highest quality testing programmes in the world. This has been achieved through the implementation of stringent training and registration processes for staff and robust quality management systems for testing – both of which have proven to provide high-quality and safe services for patients.

The mass testing centres set up during the pandemic must assure the same quality of testing and competence of staff as pathology laboratories in the NHS and private healthcare sector.”



SUPPORT

Member profile – Mentoring through the IBMS

In 2021, 240 mentees benefited from the skills, knowledge and experience of 81 mentors. Kavindi Warnakulasooriya was one of those mentees. She credits our mentoring scheme and the support of her mentor, IBMS Fellow Hedley Glencross, with helping her to secure a job after university.

Kavindi's mentee story

"I had my placement cancelled due to the pandemic, so I was coming towards the end of my degree at Staffordshire University without much laboratory experience.

I applied for several medical laboratory assistant roles but wasn't progressing to interviews for any of them. I suspected it might be my CV or covering letter holding me back.

I found out about the mentoring scheme on the IBMS website. I thought it would be a valuable way to get some advice from someone with experience on where I might be going wrong and how I could progress. It was easy to apply, and I chose Hedley Glencross for my mentor as he had lots of experience.

During the pandemic, my university tutors weren't always accessible, so having Hedley's support meant a lot. We emailed and he talked me through where I could improve my covering letter and CV. For example, he suggested that I include some volunteering I'd done. He also helped me through the job application process.

Hedley was quick to respond to my queries and his encouragement and input made a big difference. With his support to improve my application, I got a job as a medical laboratory assistant at the Royal

Stoke University Hospital in the same month that I graduated.

I have Hedley and the IBMS mentoring scheme to thank for helping me on my career path to becoming a biomedical scientist."



Hedley's mentor story

"I've taught and trained the next generation of biomedical scientists all my working life. I feel that one of the most important things we can do is to give the benefit of our knowledge, experience and skills to others. I'm currently supporting three people through the IBMS mentoring scheme.

For students like Kavindi coming into the profession, the pandemic has held them back from getting enough hands-on lab experience. I worked with Kavindi to explore all of her skills that would help her stand out from everyone else. I also supported her to write job applications, encouraging her to get across her experience in a concise and meaningful way.

Knowing I've helped Kavindi to secure a job is wonderful. Now she has her foot in the door, Kavindi can build up her experience and competencies. If I can help people using the experience and knowledge I've gained in my career, it makes everything worthwhile.

I'd encourage others to put themselves forward to be a mentor. You just need enthusiasm for your subject and a desire to recreate that in others. If you give your time to people and light that spark, knowing you've helped in a small way and seeing them blossom gives you a huge sense of satisfaction."

Our mentoring scheme gives support to any IBMS member looking for career development. It pairs the mentee with a leader in their field, encouraging them to reach their full potential.

Member profile – Becoming a registered biomedical scientist

Caitlin Owen has navigated some challenges to become a registered biomedical scientist. She studied biomedical science with professional experience at the University of Salford and began working as a Trainee Biomedical Scientist at Royal Preston Hospital in October 2021. Caitlin, Licentiate IBMS member, talks about her route to registration, keeping the love of biomedical science alive in the pandemic and promoting the profession.

"I'm really excited to be qualifying as an HCPC-registered biomedical scientist. It comes at the end of lots of learning, and putting together a portfolio to show that I can do this role. I'm happy to be able to use the protected title and to specialise more in a field that I love, microbiology. It will be a relief too as there have been a lot of obstacles presented by the pandemic.

I didn't manage to finish my portfolio during the placement year of my degree. My placement was suspended because of the pandemic. Coming back to university, I had to do a year of studying from my bedroom, and at times, we couldn't go into the lab for practicals.

I had to find a job that would allow me to continue my portfolio before all my evidence expired. So, the proudest moment of my career – so far – was submitting my registration portfolio.

Promoting biomedical science

I wanted to apply my love of the study of biomedical science to a career where I could play a role in directly improving people's health outcomes. When the pandemic broke out, that deepened my interest in public health and inspired me to see what it would be like to work in microbiology.

The majority of care pathways rely on competent and compassionate professionals working in an accredited laboratory to make sure they can get quality results as quickly as possible.

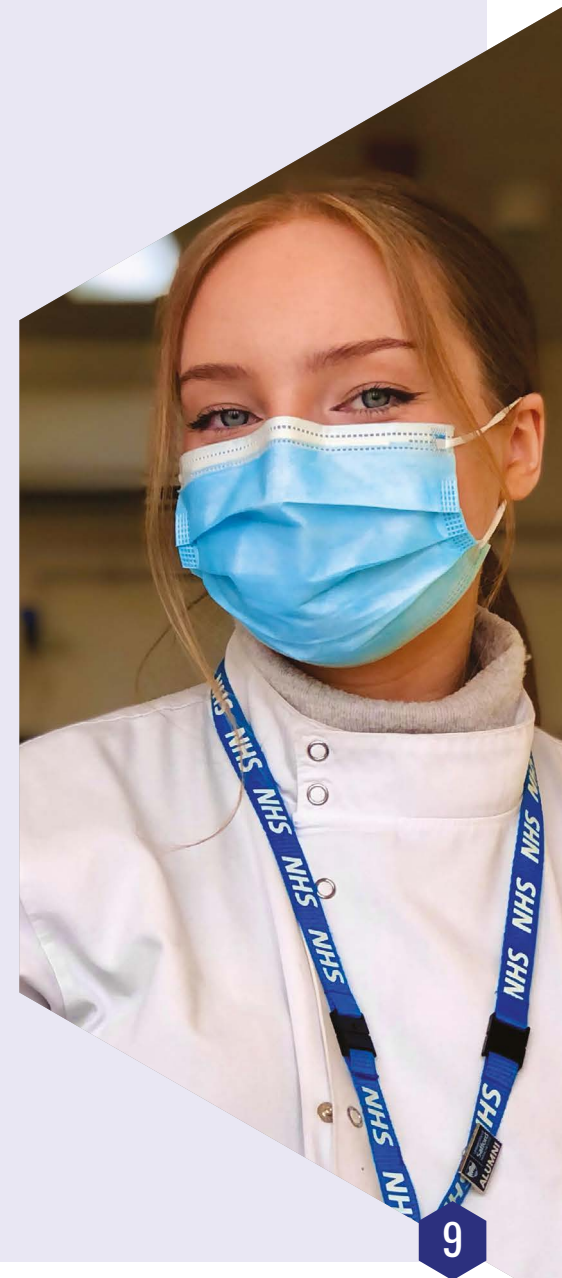
Working on a magazine about biomedical science at university helped make the time I was studying during the pandemic less lonely and isolating. As co-editor of [Bioscientist](#), I was really passionate about making sure it was something that could serve the students and help them develop skills in project management and scientific writing. The IBMS helped promote the magazine, and from website analytics we could see that it had readers all over the world.

Contributing to the health of communities

I went on to the IBMS podcast [IBMSpod](#) to talk about how the magazine helped keep the love of biomedical science alive for students when everything was online. It was fun and nice to know there's a wider community out there interested in making sure you have a good start to your career.

The IBMS have been really supportive and seeing my progression of membership has been inspiring. Their resources, like the online journal-based learning, helped me hit the ground running when I started my placement.

In the future, I want to contribute to the effort to raise awareness of biomedical science, getting involved with Biomedical Science Day, for example.



PROGRESS

Progressing our members' careers

Highlights from the IBMS in 2021

- We created five new bite-sized modules covering wellbeing, competence, incident reporting and reflection for up to 1,000 members to access on our eLearning platform.
- To ensure more of our members could attend IBMS Congress 2022, 20 were awarded with one of our Jen Johnson bursaries.
- By demonstrating our ability to develop robust practices and uphold exceptional standards in science, we passed the Science Council Interim Licence Review.
- To track and improve our performance and progress on diversity and inclusion, we undertook a benchmarking exercise based upon the Science Council's Diversity and Inclusion (D&I) Progression Framework.
- For the second year running, to help increase members' free access to CPD, we held *The Biomedical Scientist Live* event – a series of webinars and presentations taking place over two days.
- To improve accessibility and ensure members can publish their research for free, we moved our journal the *British Journal of Biomedical Science* to gold open access.
- To help sustain the pipeline of future biomedical scientists and specialist biomedical scientists, members responded to our campaign to find more verifiers and examiners.

How we provided members with simple and seamless access to training, qualifications and knowledge to progress their careers and stay relevant as the profession changes.

- The IBMS supported the launch of a national report by Roche, which called for greater investments for diagnostic services within the NHS for our profession to continue carrying out its central role at the heart of healthcare.

Joining the vital few – members sign up to help protect the future of the profession

The IBMS called out to members to ask for their help to sustain the pipeline of future biomedical scientists and specialist biomedical scientists.



By signing up to become a Registration Training Portfolio verifier or a Specialist Portfolio examiner, eligible members were able to take on an active role in the development and nourishment of the profession. Full guidance, training and support was given for them to provide a valuable service to healthcare, as well as benefiting their own professional development.

IBMS supports call for increased diagnostics investment

The IBMS supported a new report by Roche that calls for greater investments for diagnostic services within the NHS. The Future of Diagnostics Delivery in the UK highlighted a current gap between the high value of diagnostic services and the investment these services currently receive within the NHS.

Among other key findings, the report stated that while 95% of all clinical pathways rely on patient access to pathology services, funding for pathology only accounts for 2% of the current NHS budget.

IBMS Chief Executive David Wells said:

"As the UK diagnostics sector expands, we must ensure that the workforce is highly skilled and regulated and that we continue to supply education and training opportunities for the pipeline of future scientists."

"If we get this right and expand efficiently, we will become a global leader that can deliver on all the care and testing that all our citizens need – with enough expertise and infrastructure left over for innovation and discovery."

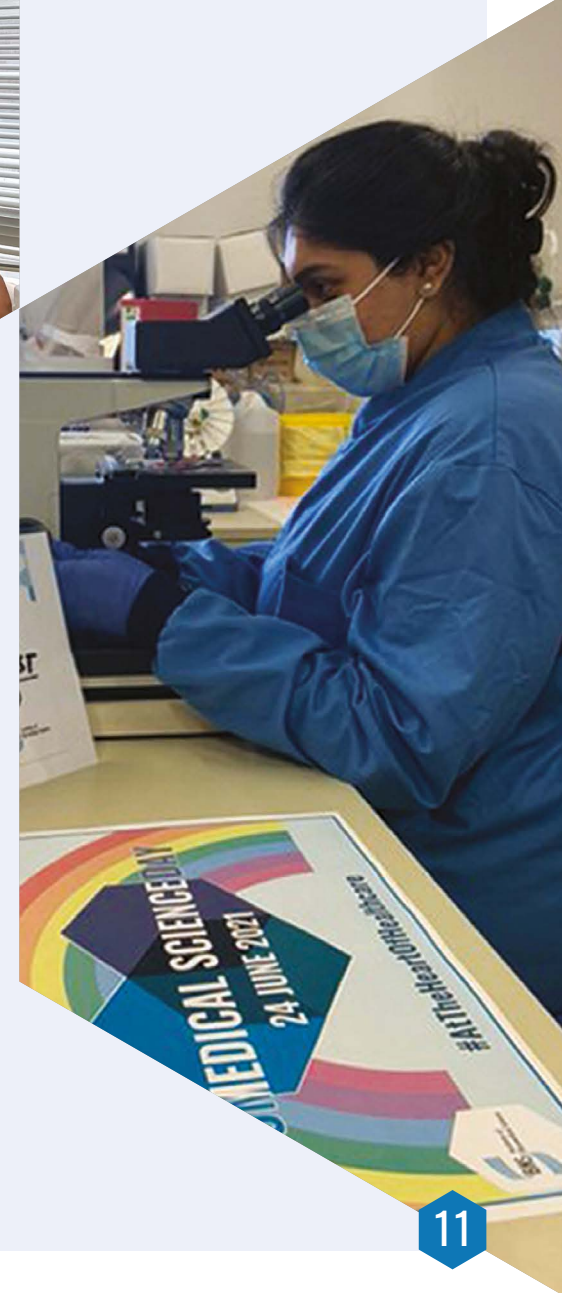


Going for gold

After one of its most impactful years to date, the IBMS took the decision to move the publication *British Journal of Biomedical Science* (BJBS) to gold open access with a new publishing partner, Frontiers.

The BJBS's move to gold open access from January 2022 coincides with its 20th anniversary of publication and comes after the journal's impact factor grew from 2.712 in 2019 to 3.829 in 2020 – ranking it 6th out of 29 journals in the Medical Laboratory Technology JCR category. The growing value of the journal is reflective of the incredible work that has gone into it by both members and editorial staff.

Members will benefit from having greater access to read about the latest biomedical research and being able to publish their work more easily and for free. From 2022, all new articles in BJBS will be immediately and permanently available to access freely, thus strengthening the journal's position as a leader for innovative advances in biomedical science.



PROGRESS

Member profile – Training for support staff

The IBMS Certificate of Achievement is for biomedical science support staff working in laboratories to further their careers. Associate member Michelle Phillips completed the training in 2021 and works as a pre-analytical supervisor in the pathology department of Nevill Hall Hospital in Abergavenny, Wales. She shares her experience of completing the training and how it has helped to further her career.

“Not everyone has the chance to go to university. I have had Crohn’s disease since I was six years old and was in and out of hospital. In my 20s, I wasn’t well enough to go to university so I didn’t go down that path.

The Certificate of Achievement allows people like me, who are interested in furthering their career but haven’t had the opportunity to go to university, to progress in the workplace.

I started my career working in clinical trials. Then I moved on to working in microbiology as a healthcare support worker. Perhaps because of my own illness, I always felt I’d like to do something to give back and help others.

Then, nine years ago I did a Diploma in Pathology Support. It was a lot of work but I was very proud to do it. I wanted to apply for a supervisory role. To do so, I needed the IBMS Certificate of Achievement Part II. I got a supervisory role five years ago with the agreement that I would complete this qualification.

Progressing at work

Doing the training helped me to understand people’s roles within my department, including their bandings, what they do, and why they do it. It also gave me more confidence. I realised I knew a lot more than I thought I did, which was positive because sometimes you doubt yourself.

The workload was okay with my day job and it was relevant to what I was doing. For example, I learned how to deal with managing staff, which was useful for my supervisory role.

I think it’s important for the IBMS to offer this kind of training. It’s a stepping stone and can open doors. It helps people to feel more confident in themselves and for managers to believe their staff can achieve.

Reassuring support

I became an IBMS member when I did the certificate and have continued my membership. I think you get a lot of benefits, like the forums, legal support and cinema discount. I feel proud to be a member of an institution that supports me to do my work well. I know that the IBMS is there if I need help with anything, which is reassuring.

My health is good at the moment and my plan is to continue in my current role. I’ll do some more training if it helps me as a supervisor. It’s good to know the IBMS is at the end of a phone or email to support me if I need it in my career.

I feel the job I do, preparing samples for analysis, benefits patients in the long run. It’s the beginning of the process to get the correct treatment to them.”

How we provided members with simple and seamless access to training, qualifications and knowledge to progress their careers and stay relevant as the profession changes.

Member profile – Progressing in biomedical science

After she graduated, Lisa Booth couldn't find a job as a biomedical scientist. Just over a decade later and she is an IBMS Fellow. Lisa, a Senior Biomedical Scientist in the biochemistry department at Ulster Hospital in Belfast, talks about how IBMS qualifications have helped to progress her career.

"My friend Sarah and I decided to go on a day trip to the north coast of Northern Ireland when our results were due. We pulled the car over and clicked on our emails from the IBMS at the same time. We were completely delighted to have passed the Higher Specialist Diploma in Clinical Chemistry.

I thought I might have failed so I was really surprised when I showed my results to Sarah and she said, "You've won a prize". Getting the Company Member's Prize is probably the proudest moment of my career. I genuinely had no confidence in myself so getting the highest marks in the UK was a big thing.

A month later, in July 2021, I got a promotion to Senior Biomedical Scientist. I could only get this because I had the Higher Specialist Diploma. IBMS qualifications have provided a clear pathway for career progression.

Route to Senior Biomedical Scientist

I was always interested in science and what happens behind the scenes in hospitals, having had a granny who was quite ill and had a lot of tests. I went on to do a degree in biomedical science at Ulster University with a placement year for my IBMS registration portfolio. When I graduated, I couldn't get a job as a biomedical scientist so I did a Master's in Communication and Management, something very different.

After my Master's I got a job as a biomedical scientist at the hospital where I currently work and went on to do my Specialist Diploma in Clinical Biochemistry. One of the reasons I decided to do the Higher Specialist Diploma next was because I heard that it covers management so helps when you're applying for senior roles.

Sarah and I created a study group for people doing the diploma in Northern Ireland. We met every couple of months, shared exam answers with each other and revised together.

The IBMS also held a useful preparation day in London to support those doing the Higher Specialist Diploma. We met examiners who told us what they were looking for.

We were in lockdown when we were doing our exams for the Higher Specialist Diploma. My granddad was also dying of cancer. Doing the diploma was something to focus on during this difficult time.

Looking ahead

In my department, I'm now one of six seniors managing a team of 30 people. I have found that the diploma has helped with the management side of the role.

I'm taking a bit of a break from education but I use the IBMS website to keep track of my CPD so my registration is up to date. I've moved from becoming an eStudent member to a Fellow, which makes me feel proud.

Someday, I'd like to go for a head of department role. But I'm quite content at the moment and am finding my feet with what I'm doing."



PROMOTE



Promoting the profession

Highlights from the IBMS in 2021

- We continued to highlight the concerns of the profession through a series of press releases, which gained national media coverage. This included 25 articles in print and digital publications, as well as over 50 national radio and TV interviews with senior members.
- Our members helped us to celebrate Biomedical Science Day for the fifth year, as hospital laboratories across the UK and the profession promoted their vital role in healthcare to the public. On social media, Biomedical Science Day posts reached a potential audience of 12.4 million people as politicians, government ministers and healthcare organisations got involved and posted on the day.
- With the help of members, we produced a new version of the popular *Superlab* comic aimed at 7- to 11-year-olds.
- Continuing our work providing information and knowledge on the pandemic to an All-Party Parliamentary Health Group, IBMS President Elect Debra Padgett gave evidence to a select committee consisting of parliamentarians and representatives of industry and third-sector organisations.
- To promote our members' achievements and highlight their contribution to the profession, we published a series of blogs for Black History Month.

How we provided members with a strong, respected and progressive voice to promote the professions at all levels.

Biomedical Science Day – a celebration after a long stretch of hard work

Though there were still very few laboratory tours or stands in foyers due to pandemic restrictions across the UK, our amazing members pulled out all the digital stops to inform the public about the biomedical science profession #AtTheHeartOfHealthcare.

After gaining recognition as the profession doing the COVID-19 testing, the focus was on showing the public the wider range of skills and specialisms of the profession behind every test in the wider healthcare context. There were posts and reports from laboratories across the UK, as our members rightly celebrated their efforts to maintain services despite COVID-19.

On social media, members and followers were encouraged to use our hashtags #BiomedicalScienceDay2021 and #AtTheHeartOfHealthcare to promote their activities. This led to over 6,500 social media posts on Facebook, Twitter and Instagram. Prominent users and accounts included NHS England, the Department of Health and Social Care, the Secretary of State for Health and other politicians across the UK – seeing the potential audience for the hashtags reach up to 12.4 million accounts.





Superlab II

The latest edition of our *Superlab* comic was developed with the help of our members and made available for them to access for free. Featuring fun activities for 7- to 11-year-old children, each one is designed to inform young people about the science at the heart of healthcare.

New features include Medi-lass the medical laboratory assistant, a diagnostic activity with tie-ins to clinical chemistry and microbiology, a recipe for Petri-dish biscuits and activities to understand PCR and viruses. Some members who helped on the project were drawn as comic characters and included in short case studies to highlight their work.

In the press

In 2021, the majority of media work was undertaken by IBMS Fellow Dr Sarah Pitt, with IBMS President Allan Wilson and IBMS Chief Executive David Wells picking up some of the other requests.

National TV appearances took place on two occasions for Allan and 15 times for Sarah. Shows and channels included live and recorded interviews on: BBC News Channel, Newsnight, BBC One's Six O'Clock News, Bloomberg TV News and Sky News. In December, Sarah was invited into the Bloomberg TV News studios in London for a live on-air interview.

On the radio, Allan and Sarah were interviewed 57 times on national stations, with Sarah making 53 appearances. In 2021, Sarah was interviewed 19 times on BBC Radio 5 Live and had other appearances on BBC Radio Scotland, Wales, LBC, Times Radio and BBC Radio 1. Coverage was also used from a BBC Radio 4 interview with Allan and parts of interviews from some of Sarah's interviews in news bulletins across the BBC Radio platforms, locally and nationally. Sarah was also involved in over 100 local radio interviews.

In print and digital publications, David took part in several interviews last year and helped Allan and Sarah share information on the profession, contributing to 27 articles. Publications included those in *The Guardian*, *The Independent*, the *Financial Times*, *Health Service Journal* (HSJ), the BBC website, *The Times*, the *Daily Mail* and *The Telegraph*. Sarah also co-wrote several articles on how COVID vaccines work for *The Conversation*; these articles are shared in print and online publications across the world.

IBMS History Committee publishes in medical journal

The IBMS History Committee published three new papers focused on the history of occupational disease in the *Ulster Medical Journal*. The papers explored the history of work-related diseases – from laboratory-associated infections to working with dangerous chemicals and radiation to diseases contracted through sport and leisure. Increased awareness about the spread of these infections has led to improved codes of practice and new protective legislation.



PROMOTE

Member profile – Getting involved in a Specialist Advisory Panel

From discovering a potential new antibiotic in snail slime to investigating a dangerous strain of malaria in Central Asia, Dr Sarah Pitt has achieved a lot in her 30-year career as a biomedical scientist.

Here, the Principal Lecturer at the University of Brighton shares how she's grown in confidence as an IBMS member and explains the role of the Virology Specialist Advisory Panel.

"When I was 18, I really wanted to use my interest in science to help people. I was very shy and had no confidence, so medicine wasn't for me. I was much happier hanging around in the labs.

Being an IBMS member has given me the confidence to do the job I do. It's been an important part of my professional life and helped me to develop.

Over 15 years ago, I was approached by the IBMS Virology Advisory Panel to help them mark papers. They knew I had done a bit of teaching and had a PhD. When the chief examiner retired, I was asked to take on the position. I wasn't sure at first but decided to take the opportunity. Being on the panel helps me to keep in regular communication with biomedical scientists across the UK, which feeds into my teaching work.

There are 12 Specialist Advisory Panels covering different subjects. We advise the IBMS on our specialist areas, develop qualifications, write exam papers and arrange speakers for Congress. There's a lot of work to do.

Promoting the profession during the pandemic

As a member of the virology panel, I've done a lot of media interviews during the pandemic. It started when I wrote an article about a new virus coming out of China in January 2020. The IBMS turned it into a press release and sent it to the media. There was a call from a radio station asking if I could go on air to talk about COVID-19. I reluctantly agreed.

I've gone from someone who was shy and had to have her arm twisted, to doing 15 media interviews in one day when we went into lockdown. Now I find BBC radio interviews quite fun to do. It's hard to believe really.

As well as doing media interviews, I help the IBMS to write guidance and statements about biomedical science. This has included writing guidance about lateral flow tests so the public understood how to use them properly.

Encouraging members to get involved

The more members get involved with their professional membership body, the more they get out of it. The IBMS is good at spotting when you have the aptitude and skills to do something. If someone's asked you to do something, and you're not sure if you can do it, say to yourself, "They might have seen something in me that I haven't seen".

One of the things I'm most proud of is being awarded the IBMS Life Membership in 2021. It was really unexpected. I wouldn't have done half the things I've done if it hadn't been for the support of the IBMS."

How we provided members with a strong, respected and progressive voice to promote the professions at all levels.

Member profile – Creating an impact on Biomedical Science Day

With an almost 40-year career in biomedical science, Manfred Almeida is a passionate advocate for the profession. As a Microbiology Laboratory Manager at North West London Pathology based at Imperial College Healthcare NHS Trust, Manfred continues to play an essential role during Biomedical Science Day.

Raising awareness

“There’s always been a misconception that hospitals are all about doctors and nurses, but there are so many people behind the scenes working hard to deliver the best care for patients.

“As biomedical scientists, we’re understated, and we don’t get much recognition. Yet science is critical for diagnosis and appropriate treatment. Biomedical Science Day gives us a real opportunity to show how we underpin healthcare and makes us feel proud of what we do.

Shining a spotlight

“When I got involved with Biomedical Science Day about five years ago, even people within the hospital didn’t really understand what we did.

“That first year I gave out stickers and pens to biomedical science staff. They were pleased that someone was recognising their contribution. We put photos of our staff on social media and made posters to put around the hospital to help spread the word.

“Each year it’s just grown. Across our organisation, staff have got involved in online competitions for Biomedical Science Day, which they’ve won prizes for. We’ve tapped into all our creative staff and taken photos of the amazing cakes they’ve made in the shape of microscopes, and their fantastic works of art. We’ve also taken photos of staff in the workplace.

A different tune for the pandemic

“In 2021, it was difficult to get together because of the pandemic restrictions. Instead, we reworked the lyrics of the 1960s song Wonderful World so there were references to chemistry, haematology and pathology.

“We took photos of staff holding up the new lyrics and created a [fun video](#). It generated lots of comments and awareness on social media, both in the UK and internationally. And it gave people something to smile about during a tough time.”



AWARDS

Awards

Qualification awards

Company Members Prize for the Higher Specialist Diploma (HSD)

The Company Members Prize is awarded annually to the candidate who, at their first attempt, receives the highest mark in each discipline of the HSD exam. The winners were:

- **Cellular Pathology** – Tegan Ducker, IBMS Member
- **Clinical Chemistry** – Lisa Booth, IBMS Member
- **Haematology** – Aimee Pinnington, IBMS Fellow
- **Leadership and Management** – Alexandra Maclaine, IBMS Member
- **Medical Microbiology** – Philippa D'Arcy Grover, IBMS Member
- **Transfusion Science** – Natalie Hennessy, IBMS Fellow

R J Lavington Prize

The R J Lavington Prize of £500, medal and certificate is awarded to the IBMS member who achieves the highest mark across all disciplines in the IBMS HSD exam in that year. The R J Lavington Prize was awarded to **Aimee Pinnington** for her result in Haematology.

Company Members Prize – Diploma of Expert Practice

The IBMS Diploma of Expert Practice Prize is awarded to the IBMS member who achieves the highest mark in the Diploma of Expert Practice exam. This was awarded to IBMS Member **Laura Hanton** for her marks in the Diploma of Expert Practice in Histological Dissection in 2020.

Membership awards

Honorary Fellows

Honorary Fellowship is awarded to non-members of high repute and distinction who have made a significant impact on the profession.

The IBMS awarded Honorary Fellowships to:

- **Berne Ferry** for her commitment and contribution to biomedical science and the promotion of biomedical scientists.
- **Jill Rodney** who, as former IBMS Chief Executive, helped to bring the IBMS into the 21st century and then made sure it was robust and adaptable enough to continue thriving.
- **Jane Mills** who, throughout the pandemic, was personally responsible for ensuring that all of the testing laboratories in England received and maintained the reagent stocks they needed during a time when there was a global shortage of reagents.

Honorary Members

Honorary Membership recognises exceptional levels of commitment over a significant period of time for our members.

- **Fiona Sellers** was awarded Honorary Membership for her work embracing new ideas and offering solutions and inspiring the next generation of biomedical scientists.

IBMS awards and bursaries support the advancement of biomedical science and help more members to access our events and qualifications.

Life Members

Life Membership is awarded to recognise consistent, long and valuable service to the IBMS at a national or international level.

Life Membership was awarded to:

- ◆ **Dr Sarah Pitt** for her work over the course of the pandemic, including regular media appearances on behalf of the profession to spread fact-checked, professional information.
- ◆ **Alan Wainwright** for his work as IBMS Executive Head of Education, contributing to the IBMS's role in degree accreditation, laboratory training, regulatory standards and continuing professional development.

Profession awards

The IBMS sponsor awards to promote biomedical science and ensure our members achievements gain national recognition

Biomedical Scientist of the Year 2021

The IBMS sponsors the award at the annual Advancing Healthcare Awards. The winner for 2021 was IBMS Fellow **Dr Sarah Pitt** for her work during the pandemic.

Sarah has gone above and beyond to represent the knowledge and expertise of the profession for the benefit of the public. She is now a trusted expert and favoured interviewee by many organisations such as the BBC, due in part to her professional expertise, measured responses and reassuring pragmatism.

STEM for Britain 2021

The IBMS is passionate about supporting research in biomedical science and has been a sponsor of the STEM for Britain awards since 2012. Created to encourage a positive working relationship between early career scientists and their MPs, the awards offer a platform for researchers to promote their latest work in Parliament.

Due to the pandemic the event was hosted online with a later award ceremony taking place at the House of Commons. The IBMS sponsored the gold and silver awards for the biological and biomedical science categories.

Non-IBMS awards are promoted to our members, we make nominations on their behalf and also celebrate all profession-related awards bestowed upon them

Alumni Frontline Service Award and Honorary Doctorate

David Wells was honoured with an Alumni Frontline Service Award and Honorary Doctorate of Science from Anglia Ruskin University.

The Alumni Frontline Service Award from the Vice Chancellor's Office of Anglia Ruskin University (ARU) recognises alumni who have worked on the frontline, making an extraordinary contribution to the fight against COVID-19 through their role as a keyworker during the global pandemic.

The Honorary Doctorate of Science was awarded for his work expanding the Track & Trace programme as Head of Pathology for the NHS during the height of COVID-19.



AWARDS



IBMS awards and bursaries support the advancement of biomedical science and help more members to access our events and qualifications.

Husband and wife biomedical scientists win National BAME Health & Care Award

IBMS Fellow **Akinola (Akin) Adewunmi** and his wife **Olubukola Adewunmi** were awarded the Health and Wellbeing Advocate award from the National BAME Health & Care Awards.

Outside of their regular work as biomedical scientists at Liverpool Clinical Laboratories, the couple established an innovative health initiative called PathLab Support in 2012 to help adults and children with sickle cell disease and encourage more blood donations within Black, Asian and Minority Ethnic (BAME) communities. In addition to their work in the UK, PathLab Support also supports hospital care for children in Nigeria, where Akin was born.

Five IBMS members make Pathologist Powerlist

Each year *The Pathologist* magazine publishes a top 100 list of prominent people working in pathology. Joining the great and inspirational minds that underpin the medical laboratory profession in 2021, five IBMS Fellows were added to the prestigious list:

- ◆ Anthony Manuel De Souza
- ◆ David Wells
- ◆ Dr Guy Orchard
- ◆ Ian Davies
- ◆ Jane Mills

IBMS Fellow wins at CPD Awards 2021

Two IBMS Fellows were recognised for their outstanding record of continuous professional development at the Science Council's CPD awards:

- ◆ Mark Cioni
- ◆ Victoria Moyses



Qualifications

191

candidates were awarded the IBMS Certificate of Expert Practice in: Leadership Management, Molecular Pathology, Point of Care Testing, Quality Management or Training

5

candidates passed the DEP in Non-Gynaecological Cytology, three passed the ASD in Non-Gynaecological Cytology and three passed the ASD in Cervical Cytology.

30

candidates passed the Diploma of Expert Practice (DEP) in Histological Dissection and four candidates passed the Advanced Specialist Diploma (ASD) in Histological Dissection exam.

2

candidates passed the DEP in Immunocytochemistry exam

Higher Specialist Diploma

Across two exam dates in 2021, a record 113 candidates sat, with 82 passing

Education

290

Certificate of Achievement portfolios issued

OVER
1,800

Registration Training portfolios and Specialist portfolios were issued

11

candidates passed Stage C and therefore were awarded the Advanced Specialist Diploma in Histopathology Reporting

132 Certificates of Achievement were awarded

1,117 Certificates of Competence were awarded

519 Specialist Diplomas were awarded

10 institutions covering

8 undergraduate and

3 post graduate programmes were accredited; two of the universities were new accreditations and one apprenticeship programme was also accredited

REGIONS & BRANCHES

IBMS Regions & Branches

Run by members, IBMS Regions and Branches support scientific and networking events, public engagement activities and work with local employers, universities and policymakers.

All IBMS members are assigned a branch and region when they join, usually based on their work or study address. This connects them to local professionals, employers and students and provides a forum to discuss local professional issues.

Member profile – Getting involved with IBMS regions and branches

IBMS Fellow Sue Alexander is treasurer of our London Region, which has our largest number of members with 4,000 people. Sue is Head of Core Pathology Services at the Royal Marsden Hospital and has been involved with the London Region for around 15 years. Here, she talks about how the group adapted in the pandemic and the benefits of being involved.

“When the IBMS London Region meetings went online in the pandemic, we were able to reach more people. We put on events with speakers around three times a year. They’re always well attended but going online meant that people outside London could come along too. The online events were attended by over 100 people.

“They offered a chance to connect with others in the profession in the isolation of lockdown. People could do some continuing professional development (CPD), feel a bit of community spirit and feel as if they were still in touch.

Broadening knowledge

“I think we will have a blended approach in the future, with both online and in-person events. We try to get a diverse range of speakers from different disciplines so everyone feels represented. It helps to broaden people’s overall knowledge. In 2021, we had Dr Guy Orchard, a Consultant Biomedical Scientist at St Thomas’ Hospital as a speaker. He talked about inventing a device for holding histology samples in place and a product for processing them. Another was Dr Mike Hubank from the Royal Marsden who talked about developments in molecular testing.

“The IBMS supported the group by setting up the video links for our online meetings. They can provide technicians for in-person events and financial payments to run them. They also help with advertising and the administrative side of the branch.

“We’re a committee of six from the NHS and independent sector and I’ve been treasurer for about 10 years. Being a region or branch member is a chance to take part in discussions and activities, build relationships, do some CPD, influence the IBMS and give something back to the profession.”

Enabling members to work together to promote the profession and to be heard

Professional registration with the Science Council

Professional registration with the Science Council demonstrates your high ethical standards and continuing professional development (CPD). It also shows you are committed to keeping your skills up to date and you maintain standards of integrity in your practice, giving the public confidence in your work.

IBMS members can apply through their membership. Visit www.ibms.org/get-registered for more information.

Member profile – Driving forward your career with Science Council registration

With over 20 years' experience in the NHS, in 2018 Mark Cioni took on a new challenge as a Senior Lecturer in Biomedical Science at Nottingham Trent University. An advocate for the importance of continuing professional development (CPD), Mark became a Chartered Scientist and won an award for his efforts in 2021.

"Developing your career, whatever stage you're at, is vital for the entire profession. Doing CPD means you're keeping up to date with the latest developments, expanding in areas outside of your normal discipline and ensuring high ethical standards.

"To help with my career development, one of the first things I did when I moved to teaching was to apply for Chartered Scientist status with the Science Council. I did this independently, but I know the IBMS can help with the application if people need support. I knew it would broaden my professional network as well as demonstrate my leadership and specialist knowledge.

Sharing knowledge to help others

"Becoming chartered has opened many doors. I've been able to join the IBMS' specialist advisory panel for microbiology and get involved with commenting on national operating procedures and consultations. Due to my role on the panel, I am also the deputy organiser of IBMS Congress.

The Science Council requires the IBMS to annually review several Chartered Scientist registrants. I'd been chartered for around 18 months when I got asked to provide my CPD record for the audit. I record my CPD little and often, updating a spreadsheet every month to keep it together.

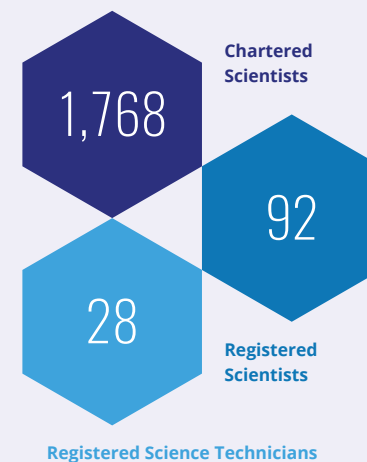
I filled out the necessary forms and when I got an email to say I'd passed, the IBMS advised me that because of the quality of my CPD submission, I should self-nominate for the Science Council CPD Awards. With support and encouragement from the IBMS, who gave me some pointers on my CPD audit, I did.

It was a huge honour to win the Chartered Scientist registration category. CPD does take work, but it helps you become a better professional, supports your learning and you can share your knowledge to help others."

SCIENCE
COUNCIL

Demonstrate high levels of professional practice and ethical standards

The IBMS Science Council award register for 2021:



IBMS GOVERNANCE & COUNCIL

IBMS Governance and Council

Member profile – Helping the next generation progress

With a 25-year career in biomedical science, Zonya Jeffery works at the Manchester University NHS Foundation Trust as a Senior Biomedical Scientist and Training Officer. Zonya is also an IBMS Council member and is committed to helping future biomedical scientists develop their careers.

“When I was a child, I was always mixing potions – using toothpaste, mouthwash and whatever else I could find in the bathroom – to make my teddy bears better. I never wanted to be a doctor or nurse. Instead, I wanted to work in a laboratory and help people. That mindset has always been there from an early age, and I now specialise in bacteriology and parasitology.

“One of the people that stands out in my career was the training officer who supported me. I thought I'd like to do that role someday. In 2004, I went to Tanzania for three years with the Voluntary Service Overseas, where I spent time training laboratory staff in a hospital.

“After this, I took on a biomedical scientist role at the Manchester University NHS Foundation Trust and started supporting the training manager. I really wanted to help young people coming into the profession. In 2020, I took on an official training role.

Becoming a Council member

“One of the proudest moments of my career is becoming a Council member for the IBMS. I feel honoured to be representing biomedical scientists and shaping the future of the profession.

It allows me to support my peers and represent their views at a higher level.

It's important to let the next generation of biomedical scientists know how to become registered, as they don't always choose the right degrees. As Council members we work with the IBMS Specialist Advisory Panels to develop qualifications that work for our profession. Whether you want to be a manager or a training officer, the IBMS offers different courses to help members progress in biomedical science.

The IBMS is the voice of the profession and offers a support system for the careers of biomedical scientists.”



Run by our
members for
our members

Governance

As a company limited by guarantee and a charity registered in England and Wales, the IBMS is committed to open and transparent governance. We are governed by a board of Council members and executive staff that ensure we meet our charitable objectives and that we're effectively managed.

Day-to-day leadership of the organisation is undertaken by our executive team, led by our Chief Executive.

Council

Made up of national and regional representatives elected by IBMS members, IBMS Council makes key decisions and develops policy on behalf of the biomedical science profession. Council members are directors of the company and trustees of the charity and must fulfil the responsibilities of both roles.

Candidates standing for election to Council must be corporate members of the IBMS, resident in the UK and able to meet the eligibility criteria in the Articles of Association and the legal requirements to be a trustee of a charity.

Council members are elected by the members they represent on three-year terms and are sworn in at our AGM. At the end of their term, provided they continue to meet the eligibility criteria, Council members can choose to stand for re-election or resign.



IBMS GOVERNANCE & COUNCIL



Run by our
members for
our members

Committees

IBMS Standing Committees are formed by IBMS Council members and IBMS staff who work together.

Each committee meets four times a year and is responsible for defined areas of IBMS policy:

Education and Professional Standards Committee

- ◆ Accreditation of academic programmes
- ◆ Development and monitoring of laboratory training policy
- ◆ Development and monitoring of CPD policy
- ◆ Professional exams
- ◆ Prizes, awards and research grants
- ◆ Reporting panels and committees (advisory panels, accreditation panels, examiners, quality and training, cytology, histological dissection, immunocytochemistry)

Finance and Risk Committee

- ◆ Developing the IBMS's financial strategy
- ◆ Monitoring financial performance
- ◆ Recommending budget and subscription proposals to Council
- ◆ Determining the financial strategy for Congress
- ◆ Ensuring financial controls are in place
- ◆ Reviewing investment objectives and performance
- ◆ Identifying and reviewing strategic risks and advising Council accordingly



Membership and Marketing Committee

- ◆ Membership
- ◆ Corporate identity
- ◆ Publicity and marketing
- ◆ Reporting panels and committees (history, Congress, company members, editorial board)

Remuneration Committee

Meeting once a year, the committee is responsible for reviewing the terms and conditions of employment of the Chief Executive.

Audit Committee

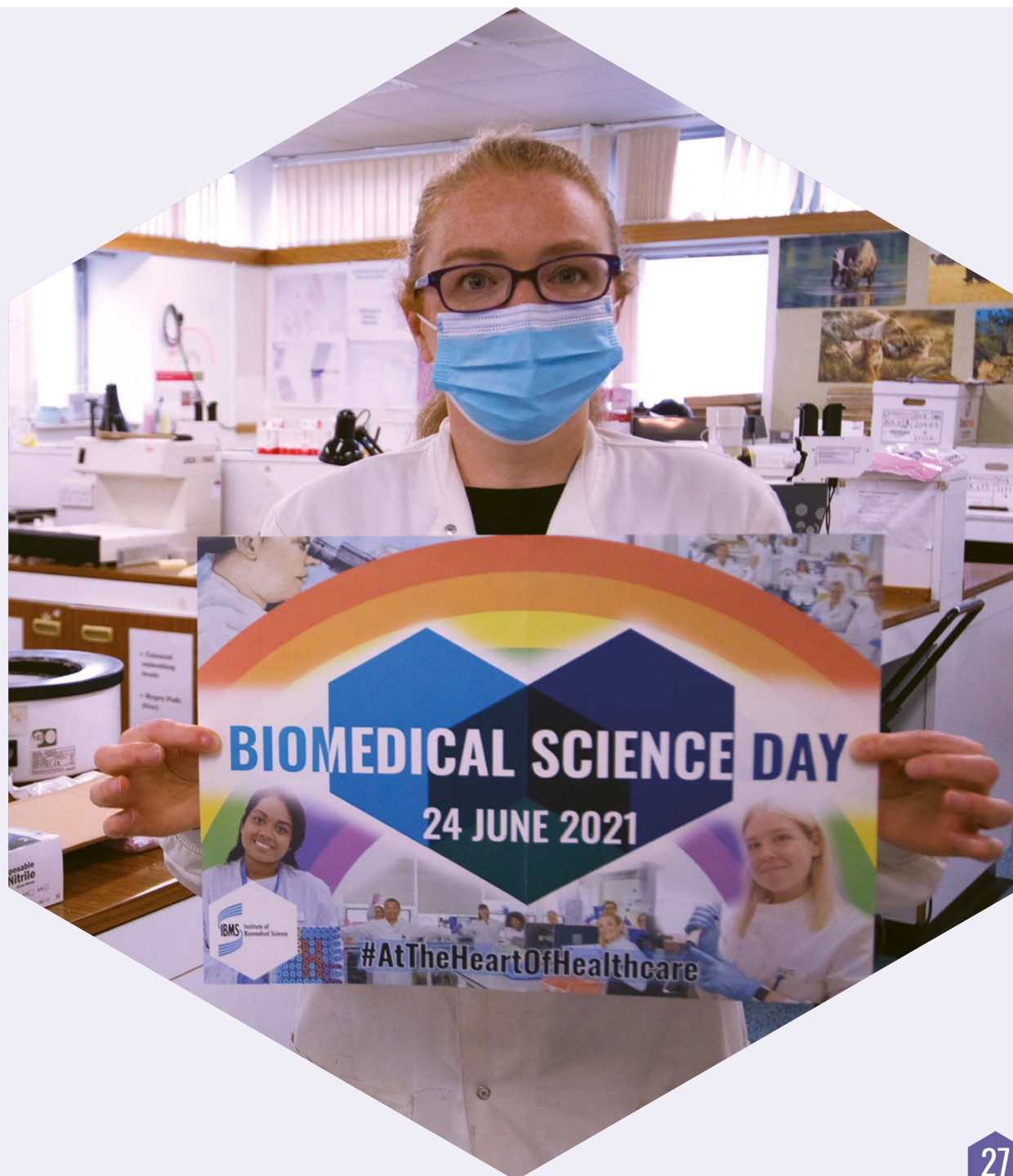
The committee, who meet once a year, acts as a bridge between the external auditor and Council.

Council and standing committee members 2021

- ◆ President – Allan Wilson
- ◆ President Elect – Debra Padgett
- ◆ Treasurer – Gordon McNair

Regional and national Council members 2021

- ◆ East Midlands – Colin Mudd
- ◆ Ireland – Shauna McAuley
- ◆ London – Angela Jean-Francois (appointed 5 June 2021)
- ◆ London – David Wells (resigned 31 May 2021)
- ◆ National – Sean Conlan (resigned 5 June 2021)
- ◆ National – Zonya Jeffrey
- ◆ National – Joanne Horne (resigned 10 June 2021)
- ◆ National – Tahmina Hussain (appointed 5 June 2021)
- ◆ National – Charlie Houston
- ◆ National – Keith Hyde
- ◆ National – Sarah Pitt (appointed 5 June 2021)
- ◆ National – Matthew Smith
- ◆ National – Daniel Smith (resigned 5 June 2021)
- ◆ North East – Jennifer Collins (appointed 5 June 2021)
- ◆ North West – David Eccleston
- ◆ Scotland – Linda Walsh
- ◆ South East – Jane Needham
- ◆ South West – Andrew Usher
- ◆ Wales – Victoria Bradley
- ◆ West Midlands – Nigel Coles
- ◆ Yorkshire – Joanna Andrew



FINANCIAL ACTIVITIES

Consolidated
Statement of
Financial Activities
for the Year Ended
31 December
2021

(Incorporating
the Income and
Expenditure
Account)

Income from: Charitable activities

Subscriptions	2,440,341	-	2,440,341	2,393,783
Qualifications	356,538	34,158	390,696	267,246
Portfolios, assessments and accreditations	327,929	-	327,929	250,054
Publications	34,674	-	34,674	36,559
Regions and branches and discussion groups	6,633	-	6,633	53,224
Other income	572	-	572	53,627

Congress and other trading activities

	27,949	-	27,949	29,511
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Investments

Listed investment income	177,097	-	177,097	168,400
Property rental	64,237	-	64,237	41,854
Bank interest	1,130	-	1,130	7,671

Total income

	3,437,100	34,158	3,471,258	3,301,929
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Expenditure on:

Raising funds

Congress and other trading activities	143,078	-	143,078	125,887
Investment management fees	82,726	-	82,726	64,483

Charitable activities

Education, qualifications and registration	1,286,642	34,158	1,320,800	1,047,768
Publications	99,977	-	99,977	101,891
Regions and branches and discussion groups	66,872	-	66,872	145,034
Member events, representation and benefits	1,421,822	-	1,421,822	1,157,590
Grants and prizes	30,296	-	30,296	24,571

Total expenditure

	3,131,413	34,158	3,165,571	2,667,224
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Net gains / (losses) on investments

	913,223	-	913,223	978,596
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Net income / (expenditure)

	1,218,910	-	1,218,910	1,613,301
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Other recognised gains / (losses)

Actuarial gains / (losses) on defined benefit pension scheme	-	-	-	1,000
Gain on revaluation of investment property	50,000	-	50,000	674,533

NET MOVEMENT IN FUNDS FOR THE YEAR

	1,268,910	-	1,268,910	2,288,834
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Total funds brought forward

	15,812,145	-	15,812,145	13,523,311
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Total funds carried forward

	17,081,055	-	17,081,055	15,812,145
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All activities are continuing and there are no other recognised gains and losses other than those recognised above.

FINANCIAL ACTIVITIES

Consolidated Balance Sheet as at 31 December 2021

	2021 £	2020 £
Fixed Assets		
Tangible assets	1,295,163	1,393,483
Listed investments	11,793,830	10,786,235
Investment property	<u>1,150,000</u>	<u>1,100,000</u>
	14,238,993	13,279,718
Current Assets		
Stock	975	1,620
Debtors	698,017	439,354
Cash at bank and in hand	<u>4,916,282</u>	<u>3,401,776</u>
	5,615,274	3,842,750
Creditors: amounts falling due within one year	<u>(2,754,482)</u>	<u>(1,209,810)</u>
Net Current Assets	<u>2,860,792</u>	<u>2,632,940</u>
Total assets less current liabilities	17,099,785	15,912,658
Creditors: amounts falling due after more than one year	<u>(18,730)</u>	<u>(100,513)</u>
	<u>17,081,055</u>	<u>15,812,145</u>
Unrestricted Funds		
Accumulated fund	14,681,404	14,211,704
Designated fund	66,589	66,589
Listed investment revaluation reserve	1,608,529	859,319
Investment property revaluation reserve	<u>724,533</u>	<u>674,533</u>
	<u>17,081,055</u>	<u>15,812,145</u>

The Summary Financial Statements have been approved and authorised for issue on behalf of the Trustees on 8 April 2022 by:



D Padgett
President



J G McNair
Treasurer





Statement by IBMS Council

The attached summarised accounts are a summary of information extracted from the annual accounts and certain information relating to both the group statement of financial activities and the group balance sheet.

These summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the charity. For further information, the full annual accounts and the Council members' annual report should be consulted: copies of these can be viewed online at www.ibms.org/about/members-report.

The full annual accounts have been subject to external examination by an independent auditor and received an unqualified audit report.

The annual statutory financial statements were approved by the Council members on 8 April 2022 and have been submitted to Companies House and the Charity Commission.



D Padgett
President

8 April 2022
For and on behalf of the Council of the
Institute of Biomedical Science







IBMS Institute of
Biomedical Science

Support • Progress • Promote

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