



MEMBERS' REPORT 2017

DEDICATED TO THE PROMOTION,
DEVELOPMENT AND DELIVERY OF
EXCELLENCE IN BIOMEDICAL SCIENCE



WWW.IBMS.ORG

PRESIDENT'S FOREWORD



I am immensely proud to be a biomedical scientist and over the next two years I intend to take every opportunity to promote biomedical science and the vital work undertaken by the entire biomedical science workforce across the whole of the UK. The Institute is doing fantastic work, and I look forward to working with Council, the membership and IBMS staff during my tenure as President. I am no stranger to challenge, having worked as a biomedical scientist for more than 30 years across different disciplines. The chance to work with, and for, over 20,000 IBMS members is an exciting prospect.

The opportunity to experience the different roles within my local IBMS Northern Ireland branch, and also my time on Council, has proved to be ideal preparation to extend my knowledge, expertise and professional reach within the Institute and across the wider profession. However, as much as I wish to have an impact on the Institute and its future direction, I hope to benefit from your input as well. I want to encourage members to get involved in their local IBMS regions and branches, and consider putting their names forward to join the IBMS Council. This is your chance to have a say in what happens and to help shape the Institute as it takes the profession forward to an exciting and stimulating future.

During my term as President I hope to drive forward the developments identified in Strategy 2020. I want to make the Institute the go-to place for online resources, educational updates and qualifications for biomedical science professionals. I want us to gain public recognition for the vital work we do, and to strive to achieve the positive media attention for biomedical scientists and the profession that reflects this accurately. After all, every day we help to save lives and support our colleagues across the entire medical spectrum in their efforts to improve patients' health and wellbeing.

Last but not least, I intend to actively encourage the younger generation to enter the Science, Technology, Engineering and Mathematics (STEM) fields. When I first started in haematology, the laboratory environment and hierarchy was very rigid in terms of who was allowed to do what. Thankfully, times have now changed but we need to keep the momentum going. Let's work together to encourage and inspire our younger students to enter this challenging and extremely rewarding profession.

AE Geddis

ALISON GEDDIS
IBMS PRESIDENT

CHIEF EXECUTIVE'S WELCOME



I am delighted once again to express enormous pride in the amazing support that the Institute has delivered over the last year. Our work has helped our members advance and demonstrate their professionalism and progress their careers across the breadth of biomedical science. In making available a range of vocational qualifications, easy access to the continuing professional development (CPD) scheme, other training, update and role preparation opportunities the Institute continues to support members to develop their practice and achieve the recognition that their knowledge, skills and expertise deserves.

Over the past year, various means by which the Institute interacts with its members have been enhanced or updated. In addition to our most successful and stimulating Congress to date, we have also been making improvements to the new IBMS website and the way that participants in the CPD scheme interact with the process. Here, member input has resulted in the provision of enhanced feedback to those undertaking online journal-based learning (JBL) exercises. Elsewhere, the Institute's monthly magazine, *The Biomedical Scientist*, can now be accessed via a dedicated device-responsive website, providing news, scientific content, resources and job information that provides vital support in your day-to-day practice. The Institute also launched Biomedical Science Day last July, which coincided with what would have been the 135th birthday of founder Albert Norman.

Collaboration is at the heart of all we do, and nowhere is this more clearly illustrated than our work with NHS England, on behalf of all the home nations, to explore the possibility of

enabling biomedical scientists to use Patient Group Directions (PGDs) to supply and/or administer medicines. Should this exciting work bear fruit then this extension to the role of biomedical scientists would complement their increasing role in areas such as cytopathology, histopathology dissection and reporting, and in transfusion practice. In education, I am very pleased to report that the Health and Care Professions Council approved the Institute's Clinical Scientist Certificate of Attainment (Experiential Route) qualification.

Running a professional body is very much a team effort, and this is an ideal opportunity to express my thanks to all those who have contributed to the Institute's successes over the past year. Our members act as ambassadors for their profession in various ways, be that through contribution to healthcare on the national stage, promoting biomedical science and biomedical scientists to policymakers, or by taking part in public engagement activities in hospitals, schools and at conferences. Furthermore, the hard work of Institute staff often goes unrecognised, so this is also an opportunity to thank them for their hard work, which is vital to the delivery of the professional support that members receive.

In conclusion, I look forward to the coming year with great enthusiasm as I continue to work with members and IBMS staff to facilitate the promotion, development and delivery of excellence in biomedical science.

A handwritten signature in cursive script that reads "Jill Rodney".

JILL RODNEY
CHIEF EXECUTIVE

THE INSTITUTE'S YEAR AT A GLANCE

2017



OVER

20,000

MEMBERS



OVER

3100

NEW APPLICATIONS,
NEW ESTUDENTS,
MEMBER UPGRADES &
MEMBER REJOINERS



ALMOST

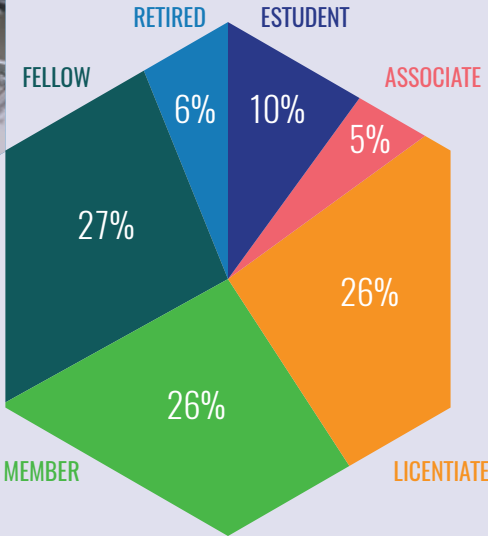
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INTERNATIONAL MEMBERS IN
69 COUNTRIES WORLDWIDE



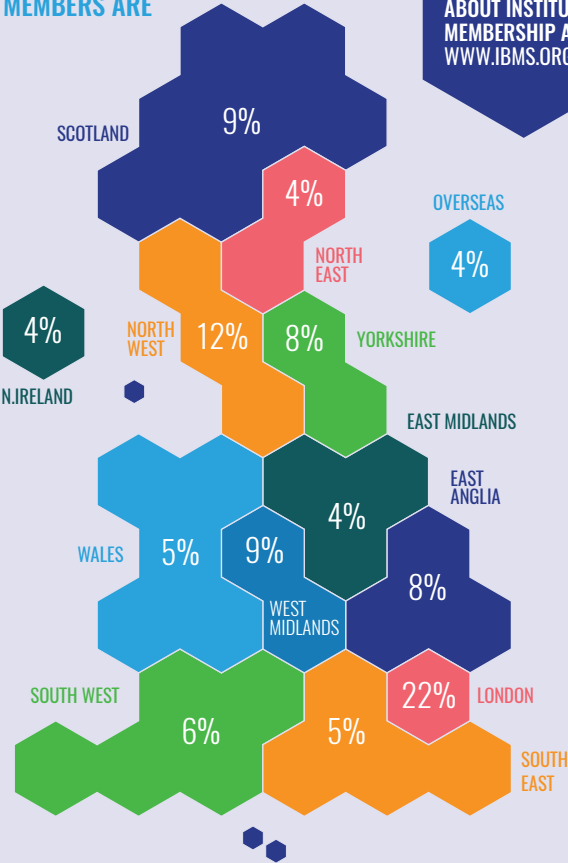
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COMPANY MEMBERS



PERCENTAGE OF MEMBERS IN EACH OF THE GRADES OF MEMBERSHIP

WHERE OUR MEMBERS ARE



FIND OUT MORE ABOUT INSTITUTE MEMBERSHIP AT WWW.IBMS.ORG/JOIN

STRATEGY 2020

Strategy 2020 outlines a vision and the mission for the Institute. The Institute is dedicated to the promotion, development and delivery of excellence in biomedical science within all aspects of healthcare, and to delivering the highest standards of service to patients, service users and the public.

The three key themes of Strategy 2020 are:

1. INFLUENCE & ENGAGEMENT FOR MEMBERS

2. KNOWLEDGE, EXPERTISE & COMPETENCE

3. ORGANISATION & GOVERNANCE INFRASTRUCTURE

1. INFLUENCE & ENGAGEMENT FOR MEMBERS

For the Institute 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. The IBMS aims to deliver the following goals within the three years of Strategy 2020 to deliver this key theme:

1.1 MEMBER ENGAGEMENT PLAN

It is key that before we set out specific actions to build on member and wider stakeholder engagement that we understand the demographic of current and potential membership and reach out to both to seek input. We will better understand our current and potential membership by the end of 2020 through:

- commissioning a baseline assessment of current membership engagement including experience,
- perceived value and diversity during 2018
- commissioning an assessment of potential membership to understand needs and size during 2018
- commissioning a regular survey of members to ensure we keep in touch with needs and views from 2019 onwards
- developing a member engagement plan to be clear about how we will reach out to existing and new members over the life of this strategy.

1.2 RAISING PROFILE

In order to raise the profile of the Institute effectively we need to raise awareness of the work and successes that we have, celebrating success internally and externally more effectively than we do currently. It would help to raise the profile if there were common messages that all Council members, employees and ambassadors use consistently over time, with each other and with stakeholders. Armed with these agreed messages, both ad hoc and planned communications are more effective. We will, by the end of the plan, use agreed key messages to:

- develop an awareness campaign with specific and targeted communications and events to explain and celebrate the role of biomedical science/scientists and their contribution to healthcare and society
- be more proactive in public relations (PR).

1.3 STAKEHOLDERS

In order to have the influence we feel the IBMS deserves, and could make a greater impact with, we need to better understand

our wider stakeholders and develop a key stakeholder action plan. We will better understand who our stakeholders are and how we will communicate, and influence them, through:

- completion of a key stakeholder-mapping activity in 2018 that will be reviewed annually
- drawing up a key stakeholder-influencing plan against each stakeholder identified in 2018, which will be reviewed and updated annually
- development of key messages by audience, annually through to 2020.

1.4 STRATEGIC VOICE

We recognise that, if we want to be part of the development of the sector and sector policy, we need to develop more of a strategic voice, raising the profile of the Institute through thought-leadership and building relationships. We will, by the end of the plan period:

- start to proactively engage in 2018 with policy-makers identified through the stakeholder mapping activity
- develop and make the most of existing connections and relationships through our influencing plan, which will be developed in 2018 and reviewed and updated annually thereafter.

1.5 EVENTS

We will more proactively use events to support the development of all the key themes within Strategy 2020. To achieve this, by the end of 2018, we will develop a three-year events calendar that is regularly reviewed, updated and communicated annually.

2. KNOWLEDGE, EXPERTISE & COMPETENCE



The foundation of the Institute is the knowledge and expertise of its members and how it uses this to support members to develop their practice and deliver quality services. We recognise that to deliver the vision we must ensure this remains at the heart of the Institute.

2.1 DEVELOPMENT OF QUALIFICATIONS

Our existing members value the qualifications framework we currently offer and we need to ensure this stays up to date and fit for purpose, and is relevant to all members. We will, by the end of 2018:

- review all existing qualifications, agree which are no longer relevant and where there are gaps
- where there is supporting demand, draw up a priority development and delivery plan, which we will then review and update annually.



2.2 USE TECHNOLOGY TO IMPROVE ACCESS AND LEARNING

There are a number of technology-based tools that would aid some members in their access to information, education and CPD activities. To do this we will:

- identify an electronic approach that supports the promotion of our member offering and qualifications via current and emerging technologies and trends, which will be tested with members during 2018
- identify suitable topics and develop modules to meet the needs of members during 2018 and through the life of the plan.

2.3 ADVICE AND GUIDANCE

Our members look to the Institute for profession-specific advice and guidance. We will continue to support our members in this area by:

- developing model job descriptions and person specifications for the key roles within biomedical science
- assessing key areas requiring advice and guidance and aim to produce two pieces of advice annually.

3. ORGANISATION & GOVERNANCE INFRASTRUCTURE



With this strategic review and planning comes a review of how the Institute works and whether any changes need to be put in place to facilitate delivery. All parts of the Institute will need to work together effectively towards the delivery of the vision and aspirations if success is to be achieved. This review encompasses governance, Council, committees, panels, regional and national structures as well as organisational support within head office. The right structure in place will enable this plan to be successful.

3.1 WORKING TOGETHER

The Institute is a complex organisation comprising an elected Council, employed staff and volunteer advisors who work together to deliver the Institute strategy. In order to ensure the Institute remains fit for purpose and future-proof we will, by the end of 2018:

- ensure that the Institute's governance arrangements are clear, fit for purpose and demonstrate accountability and fair representation across the membership
- ensure clear understanding of the inter-relationships and responsibilities between the Council, executive, committees and advisory panels, developing any materials or communications as required.

3.2 REPRESENTING MEMBERS

It is essential that the structure and infrastructure of the Institute ensures effective representation of its members and aids two-way communication and understanding. We will, by the end of 2018:

- review national and local infrastructure, seeking input from members, as to what works best or what could be adopted to work best
- identify and recommend changes and secure decision to implement.

3.3 REVIEW OF STRATEGY

To ensure Strategy 2020 remains alive and drives the actions and decisions of the Institute over the next three years, processes will be put in place to ensure regular review and, where required, revision and update. To develop and monitor the plan to 2020 we will:

- seek member input into the development of the plan
- review progress at each Council meeting, following its approval at the December 2017 Council meeting
- communicate the strategy through a number of different channels to our stakeholders, provide regular updates to members, and seek feedback on performance.

3.4 CAPACITY PLANNING

To ensure Strategy 2020 has the best chance of being delivered successfully, the right resources and the right skills need to be in place or brought in temporarily as required. There will be a review of resources, competences and capacity of the Council, executive, staff and estate to identify what additional resources, if any, are required to deliver the plan, and any additional requirements brought to the Council for discussion and approval. A detailed work plan that outlines the actions, outcomes, measures and responsibilities, and a Gantt chart have been produced to support implementation.

SUPPORTING IBMS MEMBERS

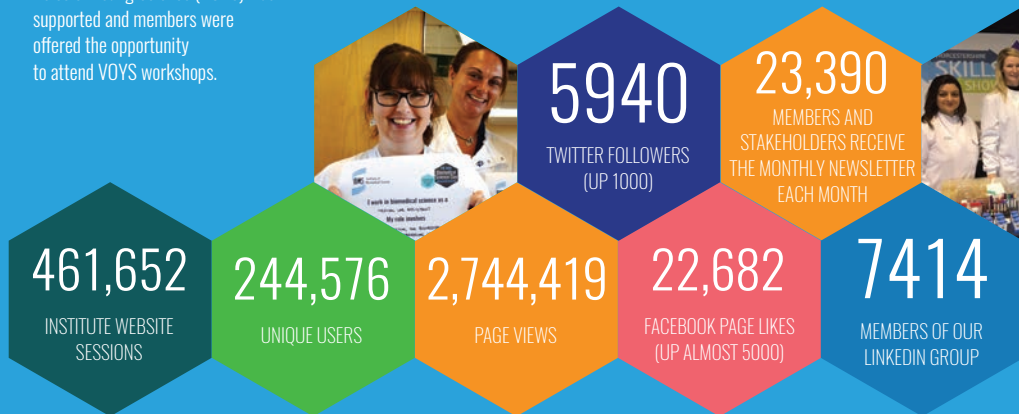
As a learned society and membership body, the IBMS focuses on delivering a range of benefits and services to support members in their professional practice at whatever stage of their career or the context in which they work.

ENHANCING MEMBER SERVICES

The Institute continues to look for ways in which it can improve what it offers to members.

KEY HIGHLIGHTS FROM 2017

- The experiential route to Fellowship of the Institute was developed and agreed by Council and the first three applications were received and approved.
- *The Biomedical Scientist* was re-launched in January, with a new publisher and editor. A complementary website was launched in March and a Jobs Board introduced in August.
- The Institute supported over 200 members who undertook public engagement events during the year by providing promotional and marketing materials to raise awareness of biomedical science.
- Voice of Young Science (VOYS) was supported and members were offered the opportunity to attend VOYS workshops.
- The Science Council Diversity and Inclusion Benchmarking Framework was completed.
- Following a survey about the new website a number of improvements were made, including refined search functionality and home page layout.
- The President and Chief Executive attended the North East region Gala Dinner and Awards Ceremony to support the relaunch of regional activity
- Council launched the Jen Johnson Bursary and awarded grants of up to £1000 to 12 IBMS members to support their attendance at Congress.
- Biomedical scientists gave guidance to students at a University of Salford careers event.



EXTENDING REACH

The Institute wishes to extend membership to those with equivalent qualifications and professional experience, including those working outside the NHS.

KEY HIGHLIGHTS FROM 2017

- The Student Affiliate Society scheme continued to attract support from higher education institutions.
- Members around the country supported a range of engagement events including National Pathology Week, Biomedical Science Day and the annual Schools Science Conference.
- The Institute supported the International Federation of Biomedical Laboratory Science (IFBLS) International Biomedical Laboratory Science Day.
- The Deputy Chief Executive and Executive Head of Education attended the 4th European Association for Professions in Biomedical Science (EPBS) Conference and contributed to the programme.
- International Women's Day was supported with members around the world.

Photos (from left to right):

1. Members in hospitals across the UK took part in promoting the profession in our first Biomedical Science Day
2. Members play an active role in a range of public engagement events throughout the year
3. International Women's Day was supported by our members around the world

Members were supported at all professional levels to achieve recognition through the Science Council registers. The IBMS has one of the highest number of registrants across all the Science Council Licensed Bodies.

**FIND OUT MORE
ABOUT INSTITUTE
MEMBERSHIP AT
WWW.IBMS.ORG/JOIN**

500+

MEMBERS USED THE
ONLINE CPD SYSTEM
EVERY MONTH



110

ARTICLES ACROSS THE FULL
RANGE OF PATHOLOGY
DISCIPLINES CARRIED BY
THE BIOMEDICAL
SCIENTIST

2

MEMBER SURVEYS WERE CARRIED
OUT SEEKING VIEWS ON THE
NEW WEBSITE AND REACTION
TO THE RELAUNCHED MONTHLY
PUBLICATION THE BIOMEDICAL
SCIENTIST

100+

MEMBERS CALLED THE
LEGAL ASSISTANCE
HELPLINE, WHICH IS A
FREE BENEFIT OF IBMS
MEMBERSHIP

16

NEW REGISTERED
SCIENCE TECHNICIANS

28

NEW REGISTERED
SCIENTISTS

18

18 NEW CHARTERED
SCIENTISTS

AWARDS AND HONOURS

The Institute is proud to recognise the commitment and contribution that members make to healthcare through different awards that recognise service both to the professional body and the profession. Congratulations are due to all members who have been recognised through various awards and honours.

INDUSTRY AWARDS AND HONOURS

The Institute continues to look for ways in which it can improve what it offers to members.

- Student member Shannice Fraser received the Robert Graham Microbiology Prize at Queen's University Belfast. The award is dedicated to the memory of a biomedical scientist and microbiologist who was passionate about investment in education.
- Lauren McNeill won Gold in the IBMS-sponsored Biological and Biomedical Science category of the STEM for Britain awards for her poster on the development of a portable, disposable, cost-effective and rapid detection method for new psychoactive substances (NPS).
- Dr Jo Horne was one of four successful candidates to win a Chief Scientific Officer's Women in Science and Engineering (WISE) Fellowship. During this prestigious 12-month programme, Joanne will act as a role model to inspire the next generation of scientists.
- Institute Fellow Adeboye Ifederu won a Great Ormond Street Hospital (GOSH) staff award. The annual GOSH event was co-hosted by comedian Jo Brand, during which Adeboye received the prestigious Leader of the Year award.
- Institute Fellows Ian Clarke, Elaine Donald-Magill, Yvonne Cole and Valerie Hinch from the Northern Health and Social Care Trust in Antrim won the award for Transforming the Workforce in the Advancing Healthcare Awards for Northern Ireland. They undertook additional training to dissect cancer specimens, which was "cost-effective, had no detriment to the patient, and improved the quality, safety and result whilst reducing turnaround time".

- Council member Dave Eccleston won a Chief Scientific Officer's Equality & Diversity Leadership Award for his work at Liverpool Clinical Laboratories on its traineeship programme.
- Institute Fellow Daisy Shale received a Science Council Award for having the best CPD return across all Licensed Bodies at Chartered Scientist (CSci) level.



Photos (clockwise from top left):

1. Student member Shannice Fraser received the Robert Graham Microbiology Prize at Queen's University Belfast.
2. Institute Fellow Adeboye Ifederu received the prestigious Leader of the Year award at Great Ormond Street Hospital, London.
3. Institute Fellow Ian Clarke, Elaine Donald-Magill, Yvonne Cole and Valerie Hinch from the Northern Health and Social Care Trust in Antrim won the award for Transforming the Workforce in the Advancing Healthcare Awards for Northern Ireland – Photo credit – Michael Cooper

IBMS AWARDS AND HONOURS

FIFTY YEAR MEDALS

Fifty year medals are awarded to members with half a century of continuous membership. During 2017 the IBMS was pleased to awarded 49 medals, and thanked the following recipients for a lifetime of support:

- Robbin Mackintosh Bayliss
- Dr Valerie Margaret Bevan
- Dr Philip Bryant
- Wing-Kwong Chan
- Patrick Paul Raymond Collins
- John Robert Cowie
- Richard William Eades
- Graham Arthur Furber
- Judith Mary Goddard
- Maryse Christine Goodall
- Jane Angela Grant
- David Laurie Guthrie
- Derek Everton Hartly
- Barbara Frances Harvey
- Pauline Colette Mary Hatton
- John Leslie Hepworth
- Graham Colin Icke
- Ravjee Sukha Jivan
- Terry Neville Johnson
- Diana Kelshaw
- Keith Anthony Kitson
- Dr Devendra Kothari
- Alan Vincent Latimer
- Prof John George Magee
- Paul Francis McConville
- David Arthur Neale
- Gillian Elaine Padgham
- Barry Philip Patchett
- Arlene Powell
- Carol Ratcliffe
- Graham James Reed
- Trefor Charles Roberts
- Keith Rogers
- Valerie Ross
- William Frederick Davies Sampson
- Judith Ann Sidwell
- Lindsay Lee Simon
- Beverly Ann Sims
- Margaret Skyrme
- Dr Sheila Grace Spanner
- Eurig Thomas
- Benedict Thong
- Michael Hugh Todman

- Elizabeth Mary Turner
- Michael Geoffrey Vogler
- Azien Faith Watkin
- Richard Graham Webber
- Robert Edwin West
- Prof Michael William David Wren MBE

LIFE MEMBERSHIP

Life Membership of the Institute is awarded to recognise an individual member's significant contribution and support to the Institute across a number of years. In 2017 Life Membership of the Institute was awarded to Betty Kyle and Dr David Petts.



Photos (from top): Life Membership recipients Dr David Petts, Betty Kyle with IBMS President Ian Sturdjess and 50-Year Medal recipient John Hepworth

AWARDS AND HONOURS

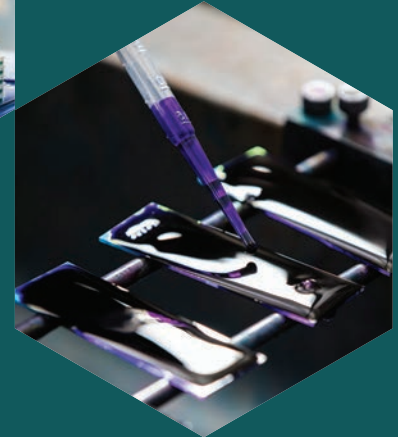
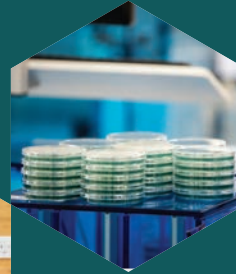
HONORARY MEMBERSHIP

It is in the Institute's gift to bestow Honorary Membership, which is awarded to an individual who has shown an exceptional level of service to the IBMS at the branch or regional level. In 2017, the recipient was Ron Templeton, who received his award at a ceremony at Congress in September.

COMPANY MEMBERS PRIZE (HSD)

Established in 2007, the prize is awarded annually to the candidate who, at their first attempt, receives the highest mark in each discipline of the Higher Specialist Diploma (HSD) examination. For their performance in the 2016 examinations, the following candidates were awarded the prize:

- Tonya Bacon – Immunology
- Claire Birnie – Clinical Chemistry
- Sarah Irene Griffin – Transfusion Science
- Diana Jackson – Leadership and Management
- Matthew O'Dwyer – Medical Microbiology
- Joanne Raistrick – Cytopathology
- Patricia Ryan – Haematology
- Poonam Singh – Cellular Pathology



*Photo: IBMS Company
Members Prize winners
Patricia Ryan, Joanne
Raistrick, Tonya Bacon,
Sarah Irene Griffin and
Claire Birnie*

R J LAVINGTON PRIZE

Established in 1977 in memory of the man who was General Secretary of the Institute for 22 years (1948–1970), this prize is awarded annually to the candidate who, at the first attempt, receives the highest mark in the Higher Specialist Diploma (HSD) examination across all disciplines.

The 2017 R J Lavington Prize was awarded to Tonya Bacon for her examination success in Immunology.

COMPANY MEMBERS PRIZE (DEP)

A Company Members Prize is also awarded to the candidate who achieves the highest mark across all Diploma of Expert Practice (DEP) qualifications, the successful candidate in the 2016 examinations being:

- Dr Jemma Wood – Histological Dissection

MARY MACDONALD PRIZE FOR ACHIEVEMENT AND BURSARY

This prize and bursary was established in memory of Mary Macdonald, who made a significant contribution to the Institute throughout her life. In 2017 the Mary Macdonald Bursary was awarded to six members:

- Donna Simmons, Histopathology, Manchester Royal Infirmary
- Paige Spearing, Biochemistry, James Cook University Hospital, Middlesbrough
- Samantha Burns, Pathology, Dewsbury & District Hospital
- Asif Nawaz, Pathology, Dewsbury & District Hospital
- Nikki Huscroft, Histopathology, University Hospital of North Durham
- Donna Russell, Haematology & Immunology, Broomfield Hospital

JEN JOHNSON BURSARY

Launched in 2017, the Jen Johnson Bursary helped the following 12 members attend the IBMS Biomedical Science Congress:

- Rosalyn Devlin
- Ellis Ferguson
- Nicola Fowler
- Andrea Hanvey
- Nathan Jones
- Martin McFadden
- Giselle McKeown
- Emma McKerr
- Claire Shenton
- Amanda Stewart
- Victoria Sturdy
- Sohnia Takhar

PRESIDENT'S PRIZE

The Institute sponsors an annual prize for one student graduating from each university offering an Institute-accredited BSc (Hons) degree programme in biomedical science. Each university or college awards the prize according to its own defined criteria to graduates who have achieved high academic distinction. During 2017, a total of 37 prizes were awarded.



Photos (from top):

1. Tonya Bacon, winner of the Company Members Prize for Immunology, and the R J Lavington Prize, with IBMS President Ian Sturdgess.
2. Dr Jemma Wood pictured receiving the Company Members Prize (DEP) from IBMS President Ian Sturdgess.

PROFESSIONAL DEVELOPMENT & STANDARD SETTING

Relevant qualifications and training are key to ensuring high standards of professional practice among the biomedical science workforce.

KEY HIGHLIGHTS FROM 2017

- IBMS Clinical Scientist Certificate of Attainment (Experiential Route) was approved by the HCPC and will be launched in January 2018. It provides a regulatory pathway for biomedical scientists who have developed their practice to a level where they can meet the standards of proficiency for clinical scientists.
- Ran a successful Congress scientific event with over 2100 paying delegates and over 3000 attendees overall. The target audience was expanded to include support workers, reflecting the changing dynamic of the Institute's membership. A new strand on molecular pathology was introduced, which is an emerging diagnostic technology. The addition of the Sunday programme to create a four-day event was well received with over 100 delegates booking for Sunday only.
- Developed two new qualifications for launch in 2018. These are a Certificate of Expert Practice in Molecular Pathology and an optional module at Specialist Diploma level in molecular pathology.
- The first cohort of candidates completed the histopathology reporting qualification developed in conjunction with The Royal College of Pathologists (RCPath). As a result, the candidates have achieved full independent reporting status.
- IBMS Scotland ran a number of training events for members, and over 80 attended a scientific programme in Aberdeen which coincided with the Institute's AGM.
- Developed a workforce planning tool and accompanying guidance for pathology services. The tool will be launched in 2018.

FIND OUT MORE ABOUT INSTITUTE EDUCATION AND TRAINING ONLINE
WWW.IBMS.ORG/QUALIFICATIONS





ADVANCEMENT OF BIOMEDICAL SCIENCE

The Institute leads, guides and advises those who use biomedical science knowledge and skills to deliver patient care in all environments.

RESEARCH GRANTS

Institute research grants are awarded annually to support original investigations and other suitable research work undertaken by members. The grants awarded are usually between £500 and £5000. Grants awarded to the following six members in 2017 totalled £25,500.

- Dr Avninder S Bhambra
- Dr Maria Teresa Esposito
- Helen Lock
- Dr Ian Locke
- Sarah Maddocks
- Dr Olayinka Osuolale



ADVISORY PANELS

The eight discipline-specific Advisory Panels provide scientific and professional expertise, knowledge and advice to guide the Institute in determining policy, developing publications, advising governments and informing the media. Members of the panels are recognised for their experience and expertise, which is used to further biomedical science and the work of the professional body.

KEY HIGHLIGHTS FROM 2017

- A careers and degree information website was built and launched. The site explains the importance of biomedical science and the role it plays in society. There is information for students looking at a career in the profession and help for those looking to make the next step in their careers.
- Celebrated the first Biomedical Science Day to raise public awareness of the profession. Social media posts reached over 166,000 people and the dedicated website page attracted 834 visits.
- Supported the STEM for Britain Awards which showcased the work of young scientists, mathematicians and engineers.
- IBMS Wales supported the Skills Cymru event to promote the profession and routes to entry for young people.
- Supported the publication of a second edition of Histopathology in the Oxford University Press (OUP) Fundamentals of Biomedical Science series.

**FIND OUT MORE
ABOUT IBMS
ADVISORY
PANELS ONLINE
[WWW.IBMS.ORG
/PANELS](http://WWW.IBMS.ORG/PANELS)**

HIGHLIGHTS OF
THE BIOMEDICAL
SCIENCE
CONGRESS 2017

The Institute of
CONGRESS

4 DAYS
INCREASED FROM
THREE DAYS

NEW
MOLECULAR PATHOLOGY
PROGRAMME
INTRODUCED

2 DAYS
OF QUALITY
MANAGEMENT

ALMOST
300
PRESENTATIONS ACROSS
11 SCIENTIFIC
PROGRAMMES

EXHIBITION
SUPPORTED BY OVER
140
COMMERCIAL
COMPANIES

INTRODUCING
TECHNOLOGY
HALF DAY
PROGRAMME

PROFESSIONAL
DEVELOPMENT
SEMINARS

3 DAYS
OF POSTER
DISPLAYS

DAILY
MICROSCOPY
WORKSHOPS

BIOMEDICAL
SUPPORT WORKER
PROGRAMME

STUDENT
CAREERS
EVENT



THE PROFESSION IN ACTION

An inspiring
trio of stories

HISTOPATHOLOGY REPORTING WITH JO HORNE

Dr Jo Horne was the first IBMS member to achieve The Royal College of Pathologists (RCPath)/IBMS Histopathology Reporting Qualification in Gastrointestinal Pathology. Jo feels that undertaking the reporting qualification has benefited her immensely, having achieved "an equivalent-level qualification, albeit in a narrower area, to that of my medically qualified colleagues, which has provided me with the knowledge and skills to work at consultant scientist level. This will enable me to fully contribute to clinical service delivery as an independent practitioner."



Photo: Jo Horne

The qualification was a natural progression for Jo as she had over 10 years' experience of specimen dissection, having gained the RCPath/IBMS Diploma of Expert Practice in Histological Dissection. As part of continuous improvement, she already reviewed a percentage of the cases she dissected and so reporting was not completely novel to her at the start of the formal training period.

Jo said: "I had always been interested in gastrointestinal and hepatobiliary pathology, and was naturally drawn to reporting these cases with my consultant supervisors. I was also already part way through my Professional Doctorate, performing research into colorectal cancer diagnostics, and so reporting seemed a natural next step in order to develop my professional practice."

JEN JOHNSON BURSARY: SUPPORT FOR CONGRESS ATTENDANCE

The Jen Johnson Bursary is awarded in memory of late Council member Jen Johnson, who played a pivotal role in developing the Biomedical Science Congress and was passionate about enabling members to attend. In 2017, the inaugural awards provided 12 successful applicants with a grant of up to £1000 that helped them to attend the Institute's flagship biennial event, Congress. Here, bursary winners Emma McKerr and Andrea Harvey give a brief impression of their experience. Emma said: "My main Congress highlight was the diversity of information available in the form of seminars, talks and the exhibition. This event is an exceptional opportunity to learn anything of even vague interest in the field of biomedical science.

Congress completely eclipsed any expectation I may have had. To others I would say 'jump at the chance to go', it is more than worth it for your own development and an exceptional

opportunity to explore new technologies and ideas in an incredibly rich environment."

Andrea Hanvey said: "The 2017 event was the best Congress I have attended. The education and management lectures reinforced learning I had acquired undertaking the IBMS Certificate of Expert Practice in Training, but from a more practical point of view. The cellular pathology lectures were interesting and I have some points for quality improvement on my return to the laboratory. Congress is a must for medical laboratory assistants and biomedical scientists alike!"

DAISY SHALE: SCIENCE COUNCIL CPD AWARD RECIPIENT

The annual Science Council CPD Awards are designed to celebrate the continuing professional development (CPD) efforts and achievements of registrants from across the registers: Registered Science Technician (RSciTech), Registered Scientist (RSci), Chartered Scientist (CSci) and Chartered Science Teacher (CSciTeach). To be a winner or to be awarded a commendation for the CPD Awards demonstrates an individual's commitment to undertaking work-based learning and self-directed learning at a high standard in order to benefit the quality of their practice and to benefit colleagues, patients, clients or any other users of the service they provide.

In 2017 IBMS Fellow Daisy Shale was honoured for having the best CPD return across all the Licensed Bodies at Chartered Scientist level. A biomedical scientist at the Northern General Hospital in Sheffield, Daisy specialises in clinical chemistry and has been seconded as a medical examiner.

When asked about her award-winning application, she said: "It is an honour to be recognised for my CPD. Being a registered professional makes me proud of the work I do and the knowledge

and skills I have acquired along my career journey. Taking ownership for my CPD and my personal development has made me realise that there is always something new to learn and that you cannot develop professionally if you do not develop personally. Having a standard of Chartered Scientist to work towards ensures that I constantly aim to be the best I can be."

Photos (from top):

- 1. Jen Johnson Bursary winners at Congress with IBMS Council member and Chair of the Membership and Marketing Committee Debra Padgett.*
- 2. Daisy receives her award at a Science Council ceremony in London.*



ADVOCACY

The Institute engages with a wide audience to communicate the value of biomedical science through events, sponsorship, social media and media relations.

The foundation of the Institute is the knowledge and expertise of its members and how it uses this to support members to develop their practice and deliver quality services. We recognise that to deliver the vision we must ensure this remains at the heart of the Institute.

KEY HIGHLIGHTS FROM 2017

- Represented the profession on the Northern Ireland Cellular Pathology Network looking at advanced practitioner training.
- Responded to 10 consultations to ensure the views of the profession were represented to key decision-makers.
- Participated in an NHS England project to explore the possibility of enabling biomedical scientists to supply and/or administer medicines.
- Represented the profession on the reconfiguration of pathology services in Northern Ireland.
- Increased press coverage significantly reporting good news around awards and member success.



THE INSTITUTE RESPONDED TO THE FOLLOWING CONSULTATIONS AND LETTERS

- World Health Organization. Consultancy Contract - Terms of Reference Development of Concept Paper for Social Science Intervention for Health Emergencies (6 February)
- World Health Organization. Consultancy Contract - Terms of Reference Development of Training Materials for Zika Risk Communication on Sexual and Reproductive Health for Health Care Workers (6 February)
- National Institute for Health Research (NIHR) Future of Health consultation (3 October)
- Response to Modernising HSC Pathology Services Proposals for Change consultation (16 February)
- The Royal College of Pathologists. Guidance for handling medicolegal samples and preserving the chain of evidence (8 March)
- The Association for Clinical Biochemistry and Laboratory Medicine. Guidance on the calculation of acute pathology costs (4 April)
- United Kingdom Transfusion Laboratory Collaborative (UKTLC) (27 April)
- The Role of Biomedical Scientists in Histopathology Reporting A Joint Statement from The Royal College of Pathologists and Institute of Biomedical Science (4 May)
- NHS Information (NHSI) letter about pathology networks (8 September)





Photo: IBMS President Ian Sturdge joined Stephen Metcalfe MP, Chair of the Parliamentary and Scientific Committee, to present Lauren McNeill with the Gold Award in Biological and Biomedical Sciences at STEM for Britain 2017.

ORGANISATIONAL ROBUSTNESS

The Institute aims to run an effective and efficient organisation that is sustainable, with the capacity to deliver its mission effectively. To achieve this, it needs to utilise new technology, and attract and retain high-calibre staff to offer the best possible support to members and other stakeholders.

KEY HIGHLIGHTS FROM 2017

- Agreed new investment objectives and strategy with member input.
- EPOCH Wealth Management was appointed to manage the investment portfolio.
- Reviewed and made changes to the governance structure of the Institute to improve the efficiency and effectiveness of the key governance committees.
- Made significant progress in preparing the Institute for the new GDPR regulations, which come into effect in 2018. This included undertaking an independent audit of cyber security and data protection arrangements to identify where further work is required.
- Agreed to change the financial year from 31 October – 30 September to 1 January – 31 December, which means that the financial statement at the end of this report records activities for the 15 months ended 31 December 2017.



PLANS FOR 2018

1. INFLUENCE & ENGAGEMENT FOR MEMBERS

- Undertake an engagement assessment of the current membership
- Develop assessment of potential members
- Stakeholder mapping
- Develop an awareness campaign

2. KNOWLEDGE, EXPERTISE & COMPETENCE

- Review existing qualifications and do gap analysis
- Develop new qualifications to meet service need
- Review the use of technology to support learning
- Identify priority areas for advice and guidance

3. ORGANISATION & GOVERNANCE INFRASTRUCTURE

- Review governance arrangements
- Create communications plan
- Conduct skills review across Council
- Review estate and resources

GOVERNANCE IN THE INSTITUTE



The Institute's Council is responsible for the overall governance of the organisation. There are currently 21 members of Council, with six National and 12 Regional representatives. They are directly elected either by the full membership or those in the relevant region, respectively. The Council also includes the President, President Elect and Treasurer.

The Council sets the strategic direction of the Institute and the standing committees assist the Council in its work within their delegated authorities.

There are five standing committees:

- Audit
- Education and Professional Standards
- Membership and Marketing
- Remuneration
- Executive and Finance

Photo: Jill Rodney (Chief Executive), Alison Geddis (President Elect), Mark Finnie (Executive Head of Finance), Robert Simpson (Treasurer) and Ian Sturdgess (President).



COUNCIL AND STANDING COMMITTEE MEMBERS 2017

IAN STURDGESS	President
ALISON GEDDIS	President Elect
ROBERT SIMPSON	Treasurer

REGIONAL AND NATIONAL COUNCIL MEMBERS

JOANNA ANDREW	Council Member	Yorkshire (from June 2017)
HELEN ARCHER	Council Member	Wales (from June 2017)
NIGEL COLES	Council Member	West Midlands
SEAN CONLAN	Council Member	National
DAVID ECCLESTON	Council Member	North West
JANE HARRISON-WILLIAMS	Council Member	National (from June 2017)
CHARLES HOUSTON	Council Member	Scotland
GORDON MCNAIR	Council Member	Irish
COLIN MUDD	Council Member	East Midlands
DR JANE NEEDHAM	Council Member	South East
JOYCE OVERFIELD	Council Member	National
DEBRA PADGETT	Council Member	North East
SANDRA PHINBOW	Council Member	National
DANIEL SMITH	Council Member	National
MATTHEW SMITH	Council Member	East Anglia
ANDREW USHER	Council Member	South West
DAVID WELLS	Council Member	London
ALLAN WILSON	Council Member	National

You can find a full Council and Standing Committee Attendance listing for 1 October 2016 – 30 September 2017 online at www.ibms.org/accounts

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES FOR THE FIFTEEN MONTHS ENDED 31 DECEMBER 2017

(INCORPORATING THE INCOME AND EXPENDITURE
ACCOUNT)

	Unrestricted Funds	
	2017 (15 months) £	2016 (12 months) £
Income from		
<u>Charitable activities</u>		
Subscriptions	2,902,592	2,283,903
Qualifications	304,035	288,935
Registrations	257,665	192,790
Publications	26,777	26,907
Regions and branches and discussion groups	140,317	161,182
Other income	56,690	12,994
<u>Congress and other trading activities</u>	1,435,119	46,990
<u>Investments</u>		
Investment income	19,393	105,529
Bank interest	23,286	60,902
Total Income	<u>5,165,874</u>	<u>3,180,132</u>
Expenditure on		
<u>Raising Funds</u>		
Congress and other trading activities	1,103,822	(65,591)
Investment management fees	53,665	-
<u>Charitable activities</u>		
Education, qualifications and registration	1,507,545	1,126,779
Publications	173,021	41,702
Regions and branches and discussion groups	261,337	337,250
Member events, representation and benefits	1,271,393	1,127,292
Grants and prizes	43,764	28,064
Total Expenditure	<u>4,414,547</u>	<u>2,595,496</u>
Net gains / (losses) on investments	327,752	250,421
Net income	<u>1,079,079</u>	<u>835,057</u>
Other recognised gains / (losses)		
Actuarial gains / (losses) on defined benefit pension scheme	394,000	635,000
NET MOVEMENT IN FUNDS FOR THE YEAR	<u>1,473,079</u>	<u>1,470,057</u>
Total funds brought forward	12,870,876	11,400,819
Total funds carried forward	<u>14,343,955</u>	<u>12,870,876</u>

All activities are continuing and there are no other recognised gains and losses other than those recognised here.

CONSOLIDATED BALANCE SHEET AS AT 31 DECEMBER 2017

	Unrestricted Funds	
	2017	2016
	£	£
Fixed Assets		
Tangible assets	982,593	1,031,564
Investments	9,297,979	4,155,704
	<u>10,280,572</u>	<u>5,187,268</u>
Current Assets		
Stock	2,871	1,800
Debtors	343,911	630,347
Cash at bank and in hand	2,277,456	6,503,821
	<u>2,624,238</u>	<u>7,135,968</u>
Creditors: amounts falling due within one year	633,855	1,365,360
Net Current Assets	<u>1,990,383</u>	<u>5,770,608</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	12,270,955	10,957,876
Defined Benefit Pension Scheme Asset	2,073,000	1,913,000
Net Assets	<u>14,343,955</u>	<u>12,870,876</u>
Unrestricted Funds		
Accumulated fund	11,872,229	10,957,876
Designated fund	79,891	–
Revaluation reserve	318,835	–
Pension reserve	2,073,000	1,913,000
	<u>14,343,955</u>	<u>12,870,876</u>

The Summary Financial Statements have been approved and authorised for issue on behalf of the Trustees on the 27 April 2018 by:



ALISON GEDDIS
IBMS PRESIDENT



R A I SIMPSON
TREASURER

INDEPENDENT AUDITOR'S STATEMENT TO THE MEMBERS OF THE INSTITUTE OF BIOMEDICAL SCIENCE

We have examined the summary financial statements for the period ended 31 December 2017.

The financial information set out above does not constitute the company's statutory financial statements for the period ended 31 December 2017 or the year ended 30 September 2016, but is derived from those accounts.

The statutory financial statements of the Institute of Biomedical Science for the period ended 31 December 2017 and year ended 30 September 2016 have been delivered to the Registrar of Companies and the Charities Commission.

We have reported on those statutory financial statements. In each year the reports were:

- unqualified
- did not draw attention to any matters by way of emphasis: and
- did not contain statements under s498(2) or (3) of the Companies Act 2006.

Jeremy Beard, Senior Statutory Auditor for and on behalf of haysmacintyre, Statutory Auditor.

haysmacintyre
chartered accountants & tax advisers

HAYSMACINTYRE

10 QUEEN STREET PLACE
LONDON EC4R 1AG
27 APRIL 2018

STATEMENT BY COUNCIL MEMBERS

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 27 April 2018 and have been submitted to Companies House and the Charity Commission.



A GEDDIS
PRESIDENT

27 April 2018
For and on behalf of the Council of the
Institute of Biomedical Science



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