

# IBMS ANNUAL REPORT 2022



**IBMS** Institute of  
Biomedical Science

Support • Progress • Promote

Using our past  
to develop  
our future

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# About the Institute of Biomedical Science (IBMS)

**We're the professional body for scientists, support staff and students working in biomedical science. For over 100 years, we've made sure our members operate to the highest professional standards.**

From students to advanced practitioners with decades of experience, our members work at all levels in biomedical science. Most work in healthcare, but some are based in universities, veterinary laboratories and government agencies. We also have diagnostic companies as members, which helps us to keep up to date with the latest developments in technology and advances in scientific techniques.



## What we do

We:

- provide members with a range of academic and vocational qualifications and professional development opportunities so they can progress in their careers
- oversee routes to HCPC registration as a biomedical scientist and support members to apply for professional registration with the Science Council
- provide a voice for our members with policymakers and promote the role of biomedical science in healthcare
- organise the biennial IBMS Congress, a world-leading biomedical science event that brings members together to learn, build skills and knowledge, and network with professionals across the field
- publish scientific journals, professional guidance and educational resources to inform people about the value of biomedical science and the impact it has on healthcare.



## About the IBMS

**“Being a member of the IBMS provides invaluable networking. I had a mentor through the IBMS, Charlie Houston, who is a Council member. That helped give my career direction. I’ve been to Congress twice and it made me feel so proud. I realised the impact of biomedical science in healthcare and that what we do is so important.”**

**IBMS Member Denise Fuenzalida,  
Secretary of the IBMS Northern Ireland branch**

## About the IBMS



### Our mission

To promote, develop and deliver excellence in all aspects of biomedical science and to provide the highest levels of service to patients and the public.

### Our vision

To be recognised as the leading professional body for biomedical science.

### Our values

Our values guide our work and are split into five different areas:

- 1 Member focus**  
This means listening to members and addressing the issues that are important to them.
- 2 Integrity**  
We will act with honesty and integrity in all that we do.
- 3 Professionalism**  
This means taking pride in everything we do and doing it to the highest standards.
- 4 Respect**  
We will respect and value the diverse backgrounds of everyone we work with.
- 5 Continuous improvement**  
This means embracing new ideas and change, and learning from mistakes.

### Our five-year strategy

From the NHS care backlog to new technology, there's been enormous change in biomedical science in recent years. So, it was only right that we respond with an ambitious new strategy that makes sure the profession is still heard and able to progress post-pandemic.

In 2022, we published our five-year strategy, which sets out how we will continue to champion the important role of biomedical scientists. The strategy, which was informed by our members and developed by the IBMS Council, is split into two key themes with a series of aims.





## What we do for our members

Our strategic aims are split into our three member-focused pillars. These are:

### Support

#### Supporting your journey

We provide members with professional standards and support to make sure they practise safely and deliver high-quality work.

### Progress

#### Progressing your career

We provide members with 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 profession at all levels.



## About the IBMS

### Theme 1: We will build on our experience and expertise

The long-term future of the IBMS will depend on our ability to provide services that keep pace with changes in technology and advances in healthcare.

To help achieve this, we must make sure that the IBMS continues to develop the most relevant and forward-thinking services and qualifications for members.

### Theme 2: We will build and develop our future

This part of the strategy looks at how we will use our reserves over the next five years to support the IBMS, our work and our members.



Welcome

# Welcome from our President

*I credit the IBMS with making me the biomedical scientist I am today. I can think of no greater honour than being able to represent our amazing profession with passion and commitment as your President.*

*As we moved into the post-pandemic era, I took up the baton of being committed to maintaining our newly found profile – and raising it higher.*

*Indeed, the IBMS are making sure our profile has not dropped as the pandemic has waned. We have built our capacity to respond to calls for evidence and consultations so that we can influence the UK government across the four home nations. We also work more closely with sister organisations on common policy issues, issuing joint statements with the Royal College of Pathologists and the Association for Clinical Biochemistry and Laboratory Medicine.*

*Importantly, in 2022, we were invited to submit evidence to the UK COVID-19 Inquiry. I have also attended events at the House of Lords and House of Commons, making sure our voice is heard loud and clear on a range of key health and care issues.*

*This year also marked the 100-year anniversary of women being formally admitted as IBMS members. I had the honour, as the third woman to serve as the IBMS President, of launching the celebrations during my inauguration.*

## Being strategic

*I have taken great satisfaction in working to deliver our new strategy and vision to be recognised as the leading professional body for biomedical science. Developing our member value proposition – support, progress, promote – underpins everything I have believed in as a member of the IBMS Council for 12 years. As a Council member, I have never seen such a groundswell of change and development as I have over the last 12 months.*

*You will see throughout this annual report that it has been a very busy year for the staff, committee and Council members who have been bringing our new strategy to life in order to drive biomedical science forward. That's alongside delivering the day-to-day business of the IBMS.*

*There is still much to do. However, I hope we can demonstrate that complete delivery of our new strategy is achievable, and that the direction of travel is member-focused and #AtTheHeartOfHealthcare.*

*To those of you I have visited over the last year, thank you for your hospitality and honest feedback, which we have valued. Engaging with you, our members, to understand your views is paramount in developing a professional body that best serves your future.*

*I look forward to meeting and representing the needs of all of our membership in 2023.*

**D Padgett**  
President

# Introduction from our Chief Executive

*This annual report looks at the progress we made in the first year of the Council's ambitious five-year strategy. You'll see it's split into two themes with a series of aims, which we outlined in our 2022 strategy (you can find this on the IBMS website).*

*Under each aim, we've outlined the relevant work we carried out in 2022. We hope this new way of reporting will clearly show members the progress we're making and whether we're on track to achieve everything we set out to.*

*We have done so much this year, including:*

- *building on the increased recognition of the skills and expertise of biomedical scientists to make sure the profession is supported by the UK's governments across the four nations.*
- *setting up a strategic research group to commission studies that demonstrate the value of biomedical science. This will help us to build evidence that shows why biomedical scientists need training and support.*
- *issuing professional guidance and key facts about monkeypox (mpox), polio and Group A strep when cases emerged in the UK in 2022. This follows an incredibly challenging time for the profession during the COVID-19 pandemic.*

## Listening to your concerns

*Our 2022 survey of members raised widespread concerns. You told us that the pandemic has taken its toll, the cost-of-living crisis is biting, and the NHS backlog is weighing heavily on our workforce, which is stretched and struggling to retain our experts and find the capacity for training. We want you to know that we hear you and are looking at ways to tackle the issues you raised, which we cover on page 27 of this annual report.*

*We recognise that the cost-of-living crisis is affecting everyone and these are difficult financial times. But being an IBMS member offers a lot of valuable services and benefits, much of which you can read about in this annual report. From developing new training and qualifications to raising the profile of the profession with politicians, we're working hard to make sure our members have a brighter future.*

## Moving forward with our members

*The future of the IBMS is dependent on our ability to provide members with the services they need – now and in the future. We have a lot of work to do to make sure we continue providing a membership body that is relevant and fit for purpose for all our members. As we move forward through our five-year strategy, we'll keep listening and learning from you, and make sure we're responding to your feedback.*

*Thank you to all of our valued members. Together we can do so much to improve the lives of the patients we support.*



David Wells  
IBMS Chief Executive



# Highlights of 2022



We're proud to share some of the highlights of our work in 2022

# 2022

We have **653**  
international members in  
**86** countries.



The number of biomedical scientists who are examiners of Specialist Portfolios increased by nearly 20%, from 417 to

# 496

The number of biomedical scientists who can verify Registration Training Portfolios increased by nearly a quarter (24%), from 560 to

# 695



We published our **FIVE-YEAR STRATEGY** setting out how we will continue to champion the important role of biomedical scientists.



Our recommendations were included in the UK **COVID-19 INQUIRY'S SCOPE OF WORK** meaning the investigation will consider members' concerns.

We set up an **EQUITY, DIVERSITY AND INCLUSION WORKING GROUP** to track our progress against the Science Council's diversity framework.



Over **1,200**

members responded to our membership survey, helping us gain a better understanding of their views on their membership, our policies and processes and the profession.



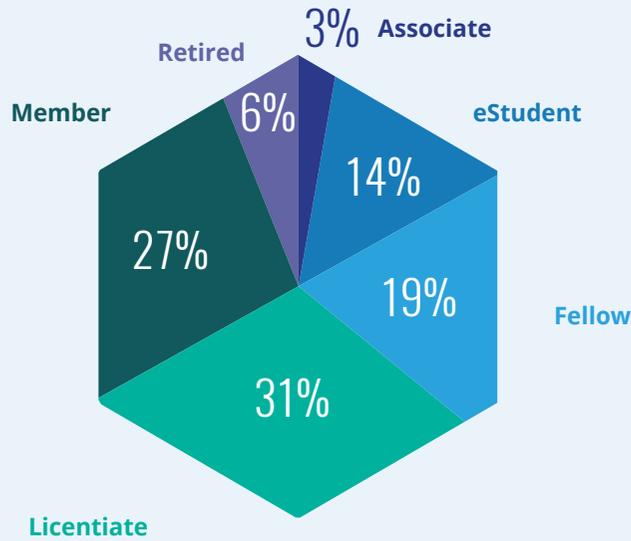
We celebrated the role of women in biomedical science through our

# 100 YEARS OF WOMEN IN THE IBMS

campaign.

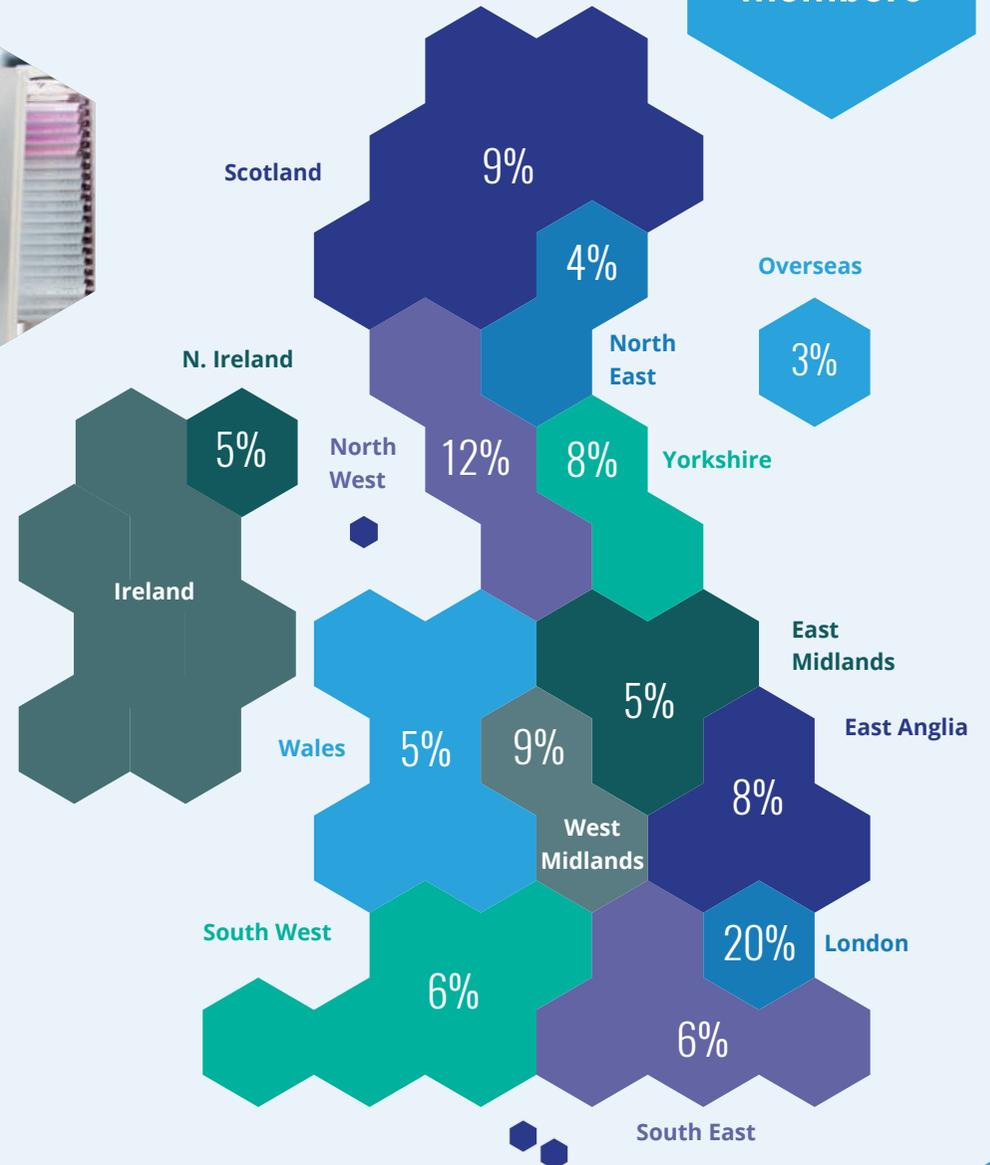
## Our membership grades

The IBMS has 20,418 members made up of the following grades:



## Where our members are based

Our members



## IBMS qualifications awarded in 2022

- |  |  |
|--|--|
| 46 Higher Specialist Diploma   | 17 CEP in Molecular Pathology            |
| 35 Diploma of Expert Practice (DEP) in Histological Dissection       | 17 CEP in Point of Care Testing          |
| 2 DEP in Non-Gynaecological Cytology                                 | 62 CEP in Quality Management             |
| 3 DEP in Immunocytochemistry   | 49 CEP in Training                       |
| 4 Advanced Specialist Diploma (ASD) in Histological Dissection       | 106 Certificate of Achievement Part I    |
| 1 ASD in Non-Gynaecological Cytology                                 | 34 Certificate of Achievement Part II    |
| 8 ASD in Histopathology Reporting                                    | 140 Certificate of Achievement Portfolio |
| 56 Certificate of Expert Practice (CEP) in Leadership and Management | 1237 Registration Portfolio              |
|  | 471 Specialist Portfolio                 |

## How we help

# How we help our members

In this section, we report back on our strategic aims so you can see the difference we made in 2022, based on what we said we'd do. Our impact is always around supporting, promoting and progressing members.

“I was pleasantly surprised by the number of attendees that said they were considering biomedical science as a degree. I explained the many different roles available in the field, and the kids seemed to like the fact that this one decision to do biomedical science at university did not pigeon hole them to only work in a lab for the rest of their lives.”

IBMS Member Tracy Matheson-Smith helped run a careers fair at a Newcastle upon Tyne technical school, North East Futures UTC



Two Train the Trainers events in 2022 have helped increase the number of verifiers for Registration Training Portfolios from 560 to

695

and the number of Specialist Portfolio examiners from 417 to

496



## Theme 1: Build on our experience and expertise

**a** Support more access to HCPC registration through better uptake of our entry routes. Provide greater clarity of the routes to entry and encourage more students through the most efficient route to HCPC registration. Champion the role of trainers and training officers in the laboratory.

- The title 'biomedical scientist' is protected and regulated by the HCPC. Our Registration Training Portfolio is a practical qualification that supports trainees to provide the evidence that they meet the HCPC standards of proficiency for registration as a biomedical scientist. In 2022, the IBMS issued 1,179 portfolios and 1,267 people received their Certificates of Competence for completing the portfolio, making them eligible for HCPC registration.
- Our Certificate of Competence by Equivalence allows people working at the level of a biomedical scientist, but who aren't yet registered with the HCPC, to provide evidence that they meet HCPC standards of proficiency for registration as a biomedical scientist. This year, we assessed 15 Certificate of Competence by Equivalence candidates. Once they have been successfully assessed, they're eligible to apply to the HCPC for registration as a biomedical scientist.

## “You see the joy when they pass”

We have 695 IBMS verifiers and examiners who play a central role in the assessment of our registration training and specialist qualifications. **Chantell Hodgson** has been a verifier and examiner for the IBMS since 2019. She is head of an recognised external quality assessment service for cellular pathology organisations. Here, Chantelle shares why she became a verifier and examiner and the benefits of taking the role on.

*“Being an IBMS portfolio verifier and examiner offers so many benefits from both a personal and a professional perspective. Being able to view things from an alternative outlook, witness and share best practice, and participate in and provide guidance, knowledge and expertise, are all priceless.*”

*My journey started as a training officer working in cellular pathology as a senior biomedical scientist, supporting and empowering colleagues through registration and specialist portfolios. I was imparting my knowledge and experience to my team, but also refreshing my learning.*

*The natural progression was to become a portfolio verifier, initially for the local higher education institution as part of my extended responsibilities as a part-time lecturer. Then with the IBMS for registration and specialist portfolios.*



## Using communication skills and sound judgement

*Meeting and interacting with external candidates, trainers, and other personnel, is rewarding. It provides an invaluable opportunity for all involved to learn from each other.*

*Excellent communication skills are essential when working as a verifier and examiner. They allow the candidate to be at ease and their best so they shine through the process.*

*Sound judgement skills are also a must for the role. Making judgements on an individual's knowledge and competence through the snapshot of evidence they present, and the personal interaction during the assessment, is key. Not only for a successful outcome for the candidate, but to ensure you're being effective in the role as a verifier and examiner.*

## “The role has empowered me”

*Seeing the candidate's enthusiasm – their fire – makes you realise why you yourself became a biomedical scientist. You see the joy when they pass, how much it means to them to be a biomedical scientist, and how they will contribute towards the profession's development and service improvement.*

*In the years since becoming a verifier and examiner, the role has, in turn, empowered me to make difficult and courageous choices in my career. It has helped me to see that anything is possible if you put your mind and soul into a subject that you love and thrive in.”*



How we help



## How we help

# Developing the next generation of biomedical scientists with degree apprenticeships

When **Leyla Sghaier** spotted the opportunity to take an IBMS Accredited apprenticeship, she jumped at the chance. Completing the distance learning degree has helped to propel her career in biomedical science. Leyla shares her story.

*"From a young age, I was always interested in science and how things work. I started a biology degree, but my mum became poorly. So, I withdrew and returned home to be with her.*

*My mum died, and I didn't feel I could go back. I tried different jobs, like being an emergency call handler, then I went travelling. When I returned, I realised I still had a passion for science and got a job as a laboratory assistant in microbiology.*

## Combining studying with working

*A few years into that role, I did an NVQ level 3 in Laboratory and Associated Technical Activities (Industrial Science) at York College. Then, on the noticeboard at work, I saw there was an opportunity to do an IBMS Accredited apprenticeship in biomedical science at Staffordshire University. I spoke to my manager, who encouraged me to apply, and I was accepted.*

*I was given one day a week off from my job to study. It was a challenging time as it was during the pandemic and work was intense. But my tutors, the university and my peers were all supportive and understanding.*

## Getting registered

*My apprenticeship course was distance learning, which was a new thing at the time. This type of study opens opportunities to groups of people who might not be able to physically do a university course. It meant I could fit the studying in when and where it suited me. There was a mix of days on campus, learning online and contact time with lecturers and other students.*

*During the degree, I also worked on my Registration Training Portfolio. So, I got my HCPC registration. Many university students leave with a biomedical science degree, but don't have the registration. This means they struggle to get a trainee position. With the portfolio completed, I was able to go straight into a registered biomedical science job and started practising.*

## Boosting your career

*Getting the degree has had a massive impact on my career. During the course, I became a Band 4 associate practitioner. Then, shortly after graduating, I got a role as a biomedical scientist in cellular pathology. Now, I'm just starting a biomedical scientist role in microbiology in Leeds.*

*I'd encourage others working in laboratories with the opportunity to apply for an IBMS Accredited apprenticeship to believe in themselves and go for it. It's hard work, but you get great support and it'll boost your career in this incredible profession."*



**b** Progress our current members' knowledge, experience and their careers through better and more relevant training and qualifications, using our existing structures but allowing a more agile application. Create a more inclusive approach to support greater diversity, championing our members' values such as sustainability and clear professional standards.

• The introduction of Practice Educators in NHS England during the COVID-19 pandemic has helped to raise the profile of science careers and train the biomedical science workforce. Usually registered professionals, Practice Educators help to facilitate learning in the workplace. In 2022, we worked with Practice Educators in England to deliver a series of online webinars in clinical chemistry, haematology, immunology, microbiology, blood transfusion, cellular pathology and virology. Over 1,000 people accessed these.

• Our Certificate of Achievement programme helps to develop the skills and knowledge of support staff working in laboratories. Issued in two parts, 161 people passed the first certificate stage in 2022 and 185 passed the second portfolio element. These qualifications guide and assess the development of support staff and help them to progress their careers.

**198**  
198 candidates passed the IBMS Certificate of Expert Practice, the largest number to pass in one year. These distance learning courses are allowing more IBMS Members and Fellows to specialise in management, training and quality roles.

• A record 45 candidates sat the IBMS Diploma of Expert Practice in Histological Dissection exam, with 30 passing. This course gives people the scientific knowledge and practical skills to dissect specimens from categories B and C. The 30 people who passed can now offer expert professional advice in this field, or train biomedical scientists and specialist trainee medical staff in this area of work. The diploma is a stepping stone to the Advanced Specialist Diploma, which four candidates successfully passed in 2022.

Our Advanced Specialist Diploma in Histopathology Reporting has helped members demonstrate their knowledge and skills in reporting on specimens in one of three specified tissue pathways: Gastrointestinal Pathology, Gynaecological Pathology and Dermatopathology. We had 11 candidates sit the Stage C exam, with eight passing.

**c** Promote our highest qualifications, widening the disciplines that these are available in and increasing the numbers of our members accessing them.

• To support members to upskill and learn about emerging techniques in cytopathology, we developed and published a new Specialist Portfolio module in 2022 to cover 'rapid on-site evaluation'. This course is for biomedical scientists specialising in studying and diagnosing diseases at a cellular level. It allows them to be on site when a specimen is collected to make sure it's an adequate sample, improving accuracy.



## How we help



## How we help

- We ran the largest ever single exam series for the Higher Specialist Diploma in 2022, with 63 candidates sitting the qualification. It supports biomedical scientists to demonstrate their skills and expertise within their chosen discipline and take on more advanced roles. A total of 46 candidates passed their exams and can apply to become Fellows.
- We're progressing people's careers in biomedical science through our specialist qualifications, which support HCPC-registered biomedical scientists in the early stages of their careers. Through a mix of learning, presentations, laboratory tours and oral examination, participants gain practical skills and specialist knowledge to meet the benchmark standard for a specialist practitioner. In 2022, we issued 813 specialist portfolios, 440 Specialist Diplomas and 443 non-accredited degree assessments.

# 365

people qualified as verifiers in 2022. This means that more of our members than ever before can verify trainee biomedical scientists' Registration Training Portfolios.



**“I have a huge sense of achievement and gratification for helping somebody to get through their registration.”**

IBMS Fellow Catherine Lorenzen who is Pathology Network Education & Training Co-ordinator at Kent and Medway Pathology Network.

# Looking ahead

In 2023, we will:

## Support

- Invest in technology and expertise to deliver a more integrated approach to education, training and continuous professional development. For example, to help make the post-registration Specialist Portfolio become an online and modular course.
- Engage with our Special Advisory Panels, other committees, and external partners to make sure our digital tools support members' learning and education and to provide new and innovative ways to access educational content. This will be part of our digital strategy, which we will continue to develop in 2023.
- Recruit and train more verifiers and examiners. We will do this by holding more Train the Trainers events to update verifiers and examiners on the new HCPC standards of proficiency and Registration Training Portfolio. The new standards will be incorporated into the Registration Training Portfolio and portfolio for the Certificate of Competence by Equivalence.
- Create more online resources for training officers in laboratories who help trainees with qualifications.

## Promote

- Host over 35 accreditation events at universities around the UK and abroad. These will assess the universities to make sure they are teaching the correct information as part of their IBMS-accredited undergraduate degrees, masters and apprenticeship programmes.
- Launch a Routes to Registration campaign to highlight the different ways people can become a biomedical scientist and the importance of taking an IBMS-accredited degree. This will involve:
  - Sharing a new 'IBMS Accredited' logo with all accredited universities to use on their websites and social media channels.
  - Publishing new online content outlining routes to HCPC registration.
  - Producing a series of short films featuring students and animation to help explain the different ways you can become an HCPC-registered biomedical scientist.
- Start to manage Harvey's Gang tours. These allow young patients to look around hospital laboratories to find out more about the tests and scientists involved in their healthcare. Over 140 hospital laboratories have taken part in tours, and the IBMS will aim to increase this so that more young patients across the UK can take part.

## Progress

- Offer more opportunities for continuous professional development, including:
  - More monthly Support Hub sessions online. They cover gaps in skills identified in a study, with a particular focus on helping new graduates to better meet employers' requirements.
  - A new Certificate of Expert Practice. This provides additional support for biomedical scientists taking on more information technology-based roles.
  - Discounted access to the Laboratory Transformation Programme, an online course for laboratory leaders and teams to solve and improve the performance of their laboratory.
- Launch two new Advanced Specialist Diplomas (ASDs) in histopathology reporting. One will be aimed at those in bowel screening and the other for people in cervical screening. Our revised ASD in Histological Dissection will also be launched. These qualifications are aimed at senior members of our profession who have the ability and opportunity to take on some roles that are similar to those of medical consultants.
- Create more flexible choices for biomedical scientists to complete multi-discipline ASD qualifications, as well as single-discipline qualifications. This will mean that members can study different subjects as well as focusing on one. We will also move modules for this qualification online to better fit new ways of working and support more biomedical scientists to advance their practice.
- Provide funding for employers in England to pay for their biomedical scientist staff to do any of the Certificate of Expert Practice qualifications.

## How we help

### Theme 2: Build and develop our future

#### a Promote our profile post-pandemic, to develop a policy and engagement capability at government level for each of the four nations.

- We gave extensive feedback on the initial terms of reference for the UK COVID-19 Inquiry into the government's response to the pandemic. Some of our recommendations were included in the new scope of the Inquiry's investigation. For example, the investigation will now look at "infection prevention and control" and address "the role of experts, advisers, science and data in informing the government's pandemic response". This means that the experiences and concerns of our members are being addressed in the Inquiry.
- We submitted evidence and recommendations to the Public Account Committee's report on managing NHS backlogs and waiting times. The Public Accounts Committee examines the value for money of UK government projects, programmes and service delivery. Published in February 2023, the report highlighted the urgent need to address the backlog of care, particularly around cancer diagnosis and treatment.

**"The IBMS has recently benefited from an extensive government engagement programme, which has included multiple submissions to parliamentary and governmental inquiries. It is building its reputation as a leading and authoritative voice in the industry and positioning the biomedical science community at the forefront of the political agenda. This improves the IBMS's ability to influence emerging policy."**

Lawrie Blakey, Account Manager at PLMR, a public relations agency that supports the IBMS with our policy work

We made the case to increase funding to upskill and train biomedical scientists, so they can take on work previously carried out by other 'medically qualified' health professionals, like pathologists. This would reduce the impact of issues in recruiting and retaining medical staff. It would also mean that biomedical scientists can progress into roles that they previously couldn't.

- In July 2022, we published a response to the Health and Social Care Select Committee report called *Workforce: recruitment, training and retention in health and social care*. This included training more biomedical scientists and supporting diagnostic services with a workplace strategy that uses IBMS-accredited graduates and IBMS training routes. This will help biomedical scientists to effectively deal with the healthcare backlog and maintain a resilient service for the future.
- We established stronger links with training networks in Scotland and Northern Ireland to develop further education and training opportunities for biomedical scientists. This includes the IBMS Scotland Training Forum, Health Education and Improvement Wales and the NI Training Network. We also built links with the Practice Educators in NHS England, who are raising the profile of science careers and supporting biomedical scientists across England to access training.
- Our response to NHS England's elective care recovery plan raised awareness of the urgent need to invest in and increase the number of biomedical scientists, clinical scientists and wider laboratory teams. These professionals play a huge role in tackling the backlog of care. Improving access to training, support and technology will help pathology staff to maintain high-quality, safe practice for patients. We responded to the plan with the Royal College of Pathologists and the Association for Clinical Biochemistry and Laboratory Medicine.

## Flying the flag for Biomedical Science Day

Winners of best artistic photo for Biomedical Science Day, the team at NHS Lothian are passionate about promoting the profession. **Steven Swanson**, biomedical scientist team manager at Western General Hospital in Edinburgh, talks about the team's passion for our special day.

*"We're the second biggest chemistry department in Scotland. You can go weeks without seeing certain colleagues because of shift patterns or they work in a different area. But we always make time in our diaries every year for Biomedical Science Day.*

*Biomedical Science Day is a talking point that unites the whole team as we work on creative ideas months in advance. It's a positive and fun event that helps promote our work to other hospital staff and beyond.*

### A creative idea

*We applied for an event pack from the IBMS, which gives you all the promotional materials you need. When we unpacked the box, we noticed a brilliant Biomedical Science Day flag.*

*Our colleague, Thomas, is a hill walker and he encouraged us to go on a hike*



*after work to get some photos ahead of the day. We packed clean lab coats and climbed 164 metres for a great view of Edinburgh. I used my 360-degree camera to get a photo of us proudly waving our flag. We couldn't believe it when we won best artistic photo.*



### Starting conversations

*On Biomedical Science Day itself, we set up a stand outside the laboratory giving out posters, leaflets and pens. In our hospital, staff still come down to hand in samples, so the stand was a great way to make other health professionals stop and have a conversation with us. We talked to colleagues from all around the hospital about the work that we do.*

*We used to feel like we were very much behind the scenes but it's not like that now. We get included as part of the wider hospital team. Biomedical Science Day has certainly helped with this, like getting us into the hospital newsletter.*

### Uniting our team

*We've already got some ideas on how to celebrate this year. Our lab is going through a refurbishment, so we're coming up with ideas around that. We've had new people start in the team and it'll be nice to get them involved with our stand.*

*Biomedical Science Day is a great way to boost staff morale, demonstrate the breadth and depth of biomedical science and showcase our work at its best."*

How we help





## How we help

### Opening up biomedical science

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In 2022, we made the *British Journal of Biomedical Science* (BJBS) open access, almost 100 years after we first published it. This means we can share scientific research with a wider audience and showcase the value of biomedical science to more people.

We cancelled the subscription fee for the BJBS in 2022, making the journal accessible to everyone – not just IBMS members. Now, the BJBS is ‘gold open access’, which means people can read research papers online for free, as soon as they’re published.

The wider scientific community can download and distribute research papers, as long as they attribute the source.

Simon Hoggart, Partner Journal Development Manager at Frontiers, which publishes the BJBS on behalf of the IBMS, says: *“Now, the information is much more discoverable as anybody in the world can read it.”*

*“People can build on biomedical science research much more easily because of the unrestricted licence. The research papers can be translated into different languages. People can also use the research in a blog post, or a magazine article, making it easier to understand for members of the public.”*

### Increasing citations for researchers

Evidence shows that research papers that are open access have a higher readership and are more highly cited than subscription-based ones.

For example, open access research papers published by Cambridge University Press receive three and a half times more views and more than one and a half times more citations than those that aren’t open access (source: 2023 Europa Science).

Professor Tony Rhodes is Editor of the BJBS. He says: *“Scientific findings are now being shared more quickly. So, they may have a positive impact on society more quickly. For example, the rapid release of sequence data on the SARS-CoV-2 virus helped vaccines to be designed in a very short time span.”*

*“Researchers are also assessed by how widely their research is cited by the scientific community. If their findings are quickly and globally accessed, then their papers will receive higher numbers of citations.”*

We charge a fee to authors who are not members of the IBMS to publish their research papers. This is called the article processing charge. As a member benefit we’ve waived this fee for our members to make it easier for them to publish their own research papers.

### Publishing more research papers

As we’re no longer printing the journal, we can publish more research papers as we don’t have to pay for printing costs. For example, in 2022, we ran special issues on a range of specialised areas in biomedical science, from ‘dermatopathology’ and ‘advances in cancer diagnosis’, through to ‘women in biomedical science’.

Tony says: *“There wouldn’t have been space for the range of papers of this type in the printed version of the journal.”*

We’d like to hear ideas for topics for other special issues and would encourage IBMS members to submit their ideas. Please email Professor Tony Rhodes and Simon Hoggart on [bjbs.office@frontierspartnerships.org](mailto:bjbs.office@frontierspartnerships.org) or submit your ideas on the BJBS website.

## Awards for our members

IBMS awards recognise the incredible work that our members do and support biomedical science to progress.

### 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:

- ◆ Clinical Chemistry – **Rachel Doherty**
- ◆ Medical Microbiology – **Meerani Munasinghe**
- ◆ Transfusion Science – **Emily Lloyd**

There were no Company Members Prize winners in the other HSD disciplines.



#### IBMS Fellow R J Lavington Prize

The R J Lavington Prize of £500, plus a 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 2021 R J Lavington Prize was awarded to **Emily Lloyd** at the IBMS AGM in 2022 for her result in Transfusion Science.



#### 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 **Rudi Schmigyalski** at the IBMS AGM in 2022 for her marks in the Diploma of Expert Practice in Histological Dissection in 2021.



How we help



## How we help

### Membership awards

#### 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 Andrew Blann** for his contribution to editing the *British Journal of Biomedical Science* from 2015 to 2021. During his five years, the journal's impact factor (IF; the number of times an average paper in a journal is cited, during a year) more than doubled from just over 1.5 to an impressive 3.8. This reflects Andrew's leadership.

“Following completion of the BBTS Specialist Certificate, I chose to study the IBMS Higher Specialist Diploma (HSD) in Transfusion Science to build on my existing knowledge. On receiving my results, I was delighted to be awarded both the Company Members Prize and RJ Lavington Prize. It definitely made all the hard work worth it! I was invited to the IBMS AGM in 2022 to receive these awards, which was a really great honour. Completing the HSD and being awarded the prizes enabled me to progress to my current Advanced Biomedical Scientist role. I would definitely recommend the HSD as a great way to progress your career.”

IBMS Fellow Emily Lloyd, who works at the Freeman Hospital, Newcastle upon Tyne as a Healthcare Science Section Leader in Haematology and Haemostasis.

#### Congress awards

The Jen Johnson Bursary and Mary MacDonald Congress Awards are in honour of the late IBMS Council members **Jen Johnson** and **Mary MacDonald**. They reflect their desire for more members to attend Congress to support their careers.

This year, 20 members were awarded a Jen Johnson Bursary. This includes funding of up to £1,000

to attend Congress 2022. Members were: **Allison Slipszenko, Amy Bednall, Andrea Nicola, Anne Sagayanathan** (see page 28 to read about Anne's experience of receiving the award and going to Congress), **Bethan Lock, Christopher Harrison, Denise Fuenzalida, Emma Victory, Gabriele Clarke, Hodan Abdi, Isla Abel, John Burns, Matthew Nicholas, Nicola Edmonds, Rachel Harrison, Simon Avery, Siobhan Easton, Tatyana Zadorozny** and **Yasin Danesh**.



Also, nine members received the Mary MacDonald Congress Award to attend the Biomedical Support Staff Programme at Congress 2022. They were: **Nicola Dunn, Vanimira Dzhugdanova, Amy Pateman, Lloyd Mcleggon-Watkinson, Emily Newell, Victoria Mercer, Sudipta Bhattacharjee, Daniel Gibbon** and **Karen Tonge**.

#### Professional awards

The IBMS also sponsors awards to make sure our members' achievements gain national recognition. We also nominate members for awards to promote biomedical science and encourage them to submit entries for recognition of their professional efforts.

#### Honorary Fellowship Awards

Since 2019, the IBMS has sponsored the Biomedical Scientist of the Year award at the annual Advancing Healthcare Awards. In 2022, the winner was IBMS Fellow **Bamidele Farinre** for her pioneering work to set up mobile laboratories to speed up COVID-19 testing in the midst of the pandemic.

Bamidele was the Chief Biomedical Scientist for Mobile Processing Unit vans commissioned by the Department of Health and Social Care. She built and managed teams of 130 scientists, associate practitioners, and laboratory assistants within seven months of commencing her role. She was also crowned the Overall Winner at the awards ceremony. See pages 22-23 to read Bamidele's thoughts on winning the award.

Other members who won awards at the Advancing Healthcare Awards 2022 were:

- **Adeboye Ifederu**, who was part of the group to win the Institute of Physics and Engineering in Medicine Award for Innovation in Healthcare Science. Adeboye launched a national severe combined immunodeficiency (SCID) newborn screening service. SCID is a group of rare, inherited disorders that cause major abnormalities of the immune system. The screening programme is expected to significantly increase the 40% survival rate of SCID.
- **Arnold Awuah** was recognised as a Rising Star in the profession for developing from a quiet student to a scientist with the confidence to present his work on COVID-19 to an audience of more than 200 scientists and clinicians. Arnold is constantly learning and planning for the future to put into practice new tests that benefit patients.
- **Danny Gaskin, Selma Turkovic and Anas Nasir**, who won the Inspiring the Healthcare Science Workforce of the Future Award. They developed an innovative, remote, cost-effective education group, free to access for newly qualified biomedical scientists, those new to transfusion science, and students.



## Association of British Science Writers (ABSW) Media Fellowship

The ABSW Fellowships provide a unique opportunity for practising scientists, clinicians and engineers to spend two to six weeks working at the heart of a media outlet such as *The Guardian*, *BBC Breakfast* or *Sky News*. The chosen Fellow gains the chance to work within the media, understand why and how stories are selected and then collaborate with journalists.

Following the selection process, the IBMS-sponsored ABSW Media Fellowship for 2022 was awarded to **Dr Sarah Pitt**.

## STEM for Britain 2022

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 celebrate any that they win by including stories about them on our website, social media, newsletters and other communications.



## How we help

### Advancing Healthcare Awards

This year, the Academy for Healthcare Science (AHCS) presented Honorary Fellowship Awards to some of our members: Jane Blower, Bamidele Farinre, Mike Gray, Dr Sarah Pitt, Dr Robert Shorten, David Wells and Allan Wilson.

The Honorary Fellowships recognise outstanding contributions in a leadership role to healthcare science in the UK. The awards highlight the work, vision, support and invaluable input of individuals who have helped their organisation to develop and grow and, in turn, helped to raise public awareness of healthcare science.

**“I hope to use the experience to continue to raise the public profile of the IBMS. Our members bring amazing commitment, dedication and creativity to patient care and scientific developments every day. I would like to find ways to tell our stories about the science that excites us (in my case microbiology!) and who we are as scientists. I would like to thank the IBMS and the ABSW for offering me this great opportunity.”**

IBMS Fellow Dr Sarah Pitt on winning a placement on the ABSW Media Fellowship

### National School of Healthcare Science

Former IBMS Executive Head of Education Alan Wainwright was awarded Associate status for the National School of Healthcare Science (NSHCS). To celebrate their tenth year, the NSHCS launched a stakeholder recognition scheme in gratitude for the work, support and input of individuals from the healthcare science workforce across the four nations. They said that the chosen Associates helped the school to grow and deliver its remit.



### Biomedical Scientist of the Year

We've sponsored Biomedical Scientist of the Year at the Advancing Healthcare Awards since 2019. The award is given to an exceptional biomedical scientist who has used their skills and expertise to advance practice in an innovative way that has had a big impact. In 2022, IBMS Fellow and Chartered Scientist **Bamidele Farinre** won the award for her pioneering work on COVID-19 testing. Award judges said: "Bamidele made us proud to be scientists". Here, Bamidele shares her thoughts on her award.

*"Winning the award has been the pinnacle of my career so far. It's given me validation and boosted my confidence, demonstrating that I take pride in what I do."*

*I won the award for helping to set up a mobile-based testing system for COVID-19. It involved using my knowledge and skills in molecular virology and implementing good laboratory processes and training scientists.*

### Speeding up COVID-19 testing

*I was the Chief Biomedical Scientist at the London Medical Laboratory. During the pandemic, the Department of Health and Social Care commissioned us to set up the Mobile Processing Unit vans. I led teams of 130 scientists, associate practitioners and laboratory assistants. Together, we set up 14 mobile laboratories in vans, which travelled across England to offer COVID-19 tests to the public. The aim was to speed up turnaround time, with each van testing 250 samples a day.*

## How we help

*I was also part of a team responsible for setting up the June Almeida Laboratory in London. This service was open 24 hours a day, seven days a week, and tested over 4,500 samples for COVID-19 each day. I was the operations lead, working with senior biomedical scientists to develop and implement departmental policies that made sure we were fulfilling our obligations to turnaround times and quality control. We developed a culture in which members of staff were continuously improving the delivery of services.*



### Inspiring black scientists

*I am still amazed by the award. It's an honour to be raising the profile of biomedical science as a career and inspiring the future generation of scientists into the field. I hope this award encourages more biomedical scientists, especially black ones, to continue striving for excellence in the profession.*

*This award is dedicated to all the black scientists out there and is a way of encouraging my fellow colleagues to consider mentorship, and volunteer as STEM ambassadors. It also helps to raise public awareness of the profession and show it in a positive light.*

*I hope that I will not be the last female black scientist to reach this milestone and that there will be more after me. A glass ceiling needs to be broken and winning the award is a move in the right direction."*

### **b** Progress the numbers and range of members that the IBMS attracts, within the UK and globally.

- ◆ We set up an Equity, Diversity and Inclusion Working Group in 2022 to make sure a wide range of our members' voices are heard and listened to. Creating an inclusive environment where every member feels welcome will help to bring new perspectives, opportunities, approaches and ideas to the profession. Since 2017, the IBMS has used the Science Council Diversity and Inclusion Progression Framework to track its progress on diversity and inclusion. The Equity, Diversity and Inclusion Working Group was set up to help improve progress with the framework.
- ◆ In July 2022, IBMS staff and regional Council members joined LGBTQ+ members at Pride marches in Belfast, London and Manchester. As a professional body, we wanted to support our members and let the world know that science is for everyone. It's important that everyone feels included and accepted in the biomedical science profession. Hear Secretary for the IBMS Northern Ireland Branch Denise Fuenzalida talk about her involvement in Pride on page 29.

**“I was once told that I would never get into healthcare because I’m gay. There may be others who have gone through a similar experience and might have anxiety around their identity. Marching as a profession allows others to see that it doesn’t matter who you are or what you identify as – it shows that everyone will be welcomed and supported. It’s important that everyone feels included and that science really is for everyone.”**

**IBMS Licentiate Matthew Burdett, who marched in London**

## How we help

# Celebrating Black History Month

The IBMS celebrated Black History month in October 2022 by sharing the stories of black biomedical scientists, support staff and students across the UK on our website and social media. One of these people was **Divine Azange**, a chartered scientist, Fellow of the IBMS and dual-registered biomedical scientist and clinical scientist. He is also a member of the IBMS Equity, Diversity and Inclusion group, which launched in 2022 to help improve diversity in biomedical science.

*“Black History Month is a period of reflection and recognition of diversity’s role in shaping positive outcomes within our communities. It draws attention to the continued plight of being black in Britain, and shares culture, experiences and the humanisation of the black experience.*

*It is encouraging to see lots of work being done to create positive black experiences across the country, including from the IBMS. This helps reduce barriers and makes the journey a little smoother.*

## A journey of hurdles

*I count myself lucky to be a first-generation immigrant to England, having been raised by a single mum from a very young age after my dad, sadly, passed away.*

*I’m deeply fortunate to now have a leading role, helping to steer the ship of pathology services in England. Like other black scientists I have encountered on my journey, the accomplished scientist is visible externally but underneath lies a journey of hurdles, often unseen.*

*As I engage with other black scientists, a few challenges come up repeatedly. These include facing unequal work burdens and disproportionate criticism, having fewer opportunities to collaborate with others, or being undervalued.*

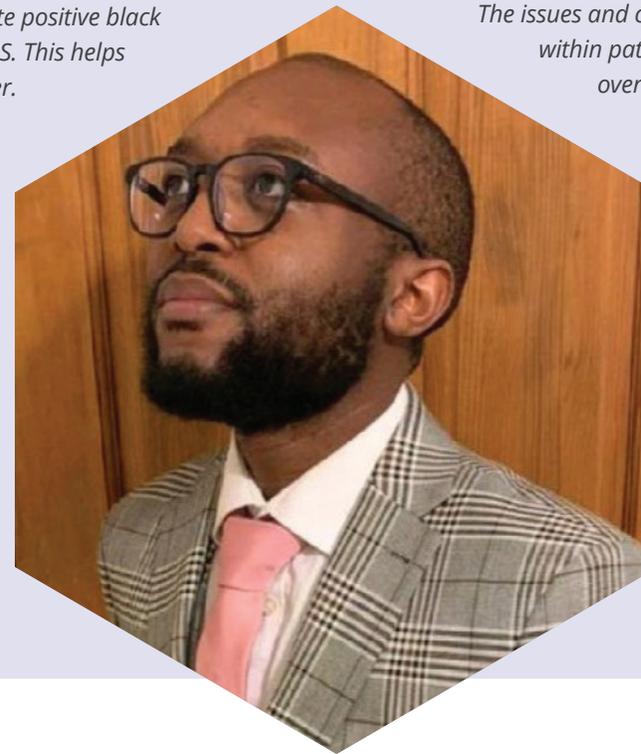
## Collective obligation

*A push to diversify the workforce is greatly welcomed. For this effort to be sustainable, it’s important to create a healthy work culture where black scientists will feel psychologically safe to thrive.*

*As a member of the Equity, Diversity and Inclusion group, I am challenged to make a positive difference. I’m working to reduce resistance in individuals who may see diversity as a threat or a barrier to successful working.*

*The issues and challenges of black scientists within pathology cannot be fixed overnight. But we have the collective obligation and responsibility to create a good working environment for these talents. This could start by asking, “What will make your role here better?” and listening with curiosity and the intention to act.*

*Let’s create environments where we can all thrive, regardless of a person’s race and ethnicity.”*



## Women moving forward in science

On 4 February 1922, a motion was passed to officially admit female members to the IBMS. A century later, we celebrated the incredible role of women in biomedical science through the 100 Years of Women in the IBMS campaign, which ran throughout 2022. Here, IBMS Council member for Wales, **Dr Victoria Bradley**, talks about why she chose to work in science and how women are progressing in the profession.

*“Science was my favourite lesson at school – it suited my logical nature. This led me onto GCSE and A-level science and a week of work experience in the local pathology laboratory. That was me sold. I knew what I wanted to do.*

*I always wanted a job that made a difference and I found out that I could use my love of science to build a career and make a difference to patients' lives.*

## Pushing boundaries

*Throughout my career I've worked with lots of strong independent women who have inspired me to always push my boundaries. It's made me focus on 'what next' rather than what I don't think I can do.*

*When I was a trainee, there were some roles in the laboratory that men were drawn or assigned to, such as IT and analyser maintenance and repair. This has definitely changed.*

*There are now more women in senior positions, and they are younger too. In the past, taking time out to start a family could delay career progression but this doesn't seem to be as noticeable now.*

## Getting involved with the IBMS

*There have always been a number of women in senior roles at the IBMS. The Council is currently made up of 55% women – which is the highest percentage in IBMS history.*

*I've personally been involved with IBMS activities since 2009 when I became a verifier and an examiner. My experience with the Clinical Chemistry Specialist Advisory Panel then gave me the confidence to run for the IBMS Council elections, and in 2020 I was elected to the Welsh seat.”*

## Finding a mentor

*For women hoping to start in the field, I would say go for any opportunities you have an interest in, even if it's a bit different from what you are used to. You never know where it will take you.*

*Also, I recommend finding a mentor to talk to about your career and the direction you want to take. Find someone you trust and admire. It doesn't necessarily need to be someone you work with. Consider your wider network, social media and the people you connect with at meetings and conferences.”*



How we help



## How we help

## Starting a new life with help from the IBMS

On 24 February 2022, Russian troops invaded Ukraine. Since then, the United Nations reports that more than 8 million people living in Ukraine have left the country. We approached Ukrainian biomedical scientist and IBMS member **Inesa Iefimova** to help her find work and move to the UK. Here, Inesa talks about her experience of working in a war zone and starting a new life and job.

*"It was a Thursday and at about 4am I heard the sound of shelling. From this moment, for three months, I was in Kharkiv Regional Clinical Trauma Hospital. I didn't go outside. It was a very frightening situation. Before this I had never heard shelling, or rockets exploding. For a week, my organs refused me – I was unable to eat and I could only have small drinks.*

*I was Head of the Clinical Diagnostics Laboratory at the hospital, with a team of 16. Located 19 miles from the Russian border, the hospital came under attack.*

*Sometimes I would cry, but it would be at night, so no one could see. I had to gather myself. I needed to support the lab staff and encourage them.*

## Getting support from the IBMS

*I wanted to move to England since the early 2000s and had been studying English in Ukraine with a private teacher. I completed an IBMS Diploma of Specialist Practice online to progress my career in biomedical science. To do this, I became an IBMS member – the only one in Ukraine.*

*When the war broke out, the IBMS got in touch and asked what kind of support they could provide for me. I thanked them, but I didn't know what I needed or how this support could reach me.*

*At first, we thought that the situation would end in a month, but it continued and became harder. At the start of May, I wrote to the IBMS to ask if they could help me move to the UK.*

## Settling into the UK

*The IBMS supported me to find a placement in the UK. They put me in touch with the haematology lead at Black Country Pathology in The Royal Wolverhampton NHS Trust. I was given training and accommodation and took on a role in a laboratory in Walsall.*

*The first three months were very difficult. I had to learn how to use the new equipment at the hospital and authorise analysis. All the lab staff tried to help me and if I had any questions, I could ask. I also have a biomedical scientist sponsor who has helped me. I met her on an IBMS course in the UK in 2020.*

*I lost all that I have in Ukraine. Some friends and colleagues I miss. Here in the UK, I have had to start life from scratch, but it is easier than living and working under constant shelling."*



## How we help

### **C Support the understanding of the benefit the profession and biomedical science delivers to society.**

- We issued professional guidance and key facts about monkeypox (mpox), polio and Group A strep when cases emerged in the UK in 2022. This supports our members to quickly diagnose cases and reduce transmissions of these infections.
- We carried out research with our members to get feedback on IBMS policies and processes and find out how we can better support them. It found that Students, Associates and Fellows hold the most positive perceptions of the IBMS. Half of Fellows and over half of Students and Associates rate us as 'excellent' or 'good'.

But the overall rating of IBMS membership, whether we're value for money and likelihood to renew, have all decreased since 2018, when we last surveyed members. We think this decrease is due to both internal and external factors, such as negative views of the degree accreditation scheme, the challenging work environment and the cost-of-living crisis. See pages 15 and 35 for more information about how we're responding to the results of the survey.



We published five special issues of the *British Journal of Biomedical Science* to showcase the contribution of biomedical science to healthcare.

The publication covered topics including women in biomedical science, advances in cancer diagnosis and treatment, and andrology. These five issues of the journal helped to raise awareness of the importance of the profession.

We supported members to take part in public engagement events throughout 2022, including during Healthcare Science Week in March and on Biomedical Science Day in June. Members who were involved received promotional materials and funding to set up events in their local areas. These events raised awareness of biomedical science with the public.

**“Lots of opportunities to be involved, with members’ voices always being considered. Excellent support across a variety of topics/areas of concern for members, from qualifications to mentoring systems.”**

Fellow who took part in our membership survey

## How we help

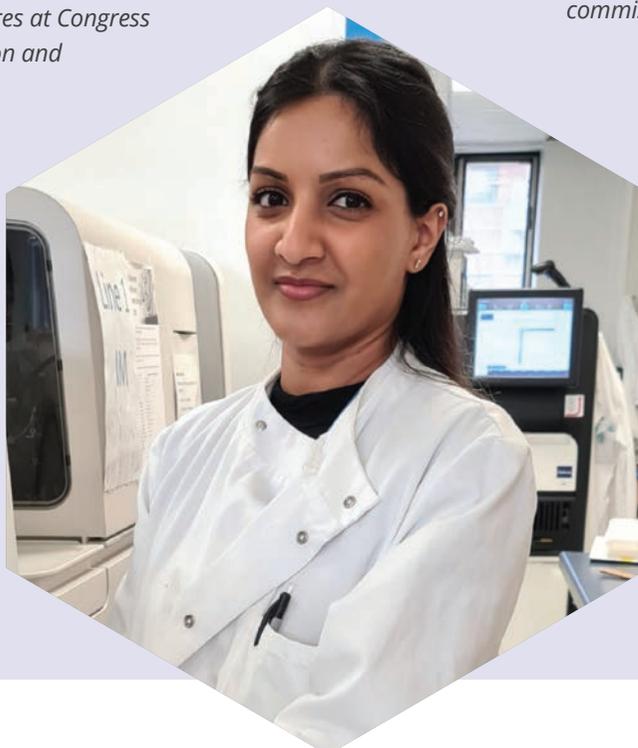


## “Going to Congress was a massive opportunity”

Every two years, we award 20 of our members with a Jen Johnson bursary so they can go to Congress. Biomedical scientist **Anne Sagayanathan**, who works at George Eliot Hospital in Nuneaton, won a £1,000 bursary to go to the event in 2022. Here, she shares her thoughts on Congress and how attending the event has helped her career.

*“Going to Congress was a massive opportunity for me. I’m studying an IBMS Specialist Portfolio in biochemistry, so I was able to use the event to learn and build my knowledge.*

*Once I finish the Specialist Portfolio, I’m thinking about doing a Higher Specialist Diploma. There were lots of lectures at Congress about career progression and continuing professional development, which were really insightful. I found out more about the Higher Specialist Diploma and what I need to do to get where I want to go. When you’re busy in the lab day to day, you don’t have time to look into career development.*



## Bringing the science world together

*I was really shocked to get an email from the IBMS saying that I had won the Jen Johnson bursary. It was a really nice surprise. They asked me how long I would like to go for and I decided to go for the full three days. I think you need to be there for the whole event as every day is different. There are lots of lectures and presentations to go to and different people and companies to meet.*

*Before the event, I worked out which presentations I wanted to go to each day. There is so much on at Congress that it was helpful to plan what I wanted to see the most.*

*There are lots of networking opportunities as so much of the profession is in the same place at the same time. It made me realise that there are so many different career paths out there. Some people I spoke to said they had started out as biomedical scientists and were now working for companies like Roche. It was great to meet the team at Siemens too, as the hospital where I work was, at the time, commissioning their analysers for our laboratory.*

## Progressing your career

*I would encourage other IBMS members to apply for the bursary. The application process is straightforward. I wrote a short statement about why I thought I deserved to win a bursary. Winning the bursary means the IBMS covers all your expenses and accommodation, which is great as laboratories can’t always afford to send people.*

*Becoming a member of the IBMS, and getting to experience Congress, is helping me to understand the opportunities that are available to me. Doing a Higher Specialist Diploma would help me to progress my career and, perhaps, take on a management role.”*

## IBMS regions and branches

The IBMS regions and branches bring members in local areas together to promote the profession and give them a say in the issues affecting them.

Run by members for members, the IBMS regions and branches:

- support people to meet and network with other local members
- connect people with employers in their local area
- give people a say in IBMS developments and professional issues that affect them locally.

All IBMS members are assigned a branch and region when they join, usually based on the address of where they work or study.



## *“It’s important to showcase our diverse workforce”*

Pride is a festival that celebrates LGBTQ+ people and culture. In 2022, the IBMS was represented at the Belfast festival by around 20 members of our Northern Ireland branch, including Denise Fuenzalida, a specialist biomedical scientist in clinical biochemistry. Denise, who works at Belfast Health and Social Care Trust, shares her memories of the event and why she thought it was important to be involved.

*“I can work in a laboratory environment and I won’t be discriminated against because of my sexuality. That’s one of the main messages we were hoping to promote when the Northern Ireland branch that I am secretary for decided to take part in the Pride march in July 2022.*

*Our members walked, danced and cheered around the streets of Belfast dressed in tie-dyed lab coats, with painted faces. Some were members of the LGBTQ+ community but the majority weren’t. We walked alongside floats representing various companies, from nightclubs to TV stations. We were the only representatives from the public sector. This showed that it was so important for us to be there.*

How we help



## How we help



## We welcome everyone

*At my workplace, there are quite a few people who are part of the LGBTQ+ community and that's maybe something people from outside the profession wouldn't necessarily think. We decided to take part in the parade for the first time because we wanted to show that we are an inclusive profession, and are not conservative. We don't discriminate and we welcome everyone.*

*As biomedical scientists, we're not at the forefront of healthcare – but we are at the heart of it. Because we're in the background, it's important to showcase our diverse workforce. And that's something I have noticed changing over the last seven years since I joined the profession. We're more inclusive in terms of sexuality, religion and ethnic background.*

*It's also important for us to promote the profession as most people wouldn't really know what a biomedical scientist is, or what we do.*



## Sending a positive message

*As a branch, we're still working in a hybrid way so it was really great to get everyone together for Pride. Especially as we're all very spread out across Northern Ireland.*

*It has benefited my career to be involved with organising events like this through my local IBMS branch. At Pride, I got to speak to highly experienced biomedical scientists and find out how different labs work.*

*Lots of our branch members are interested in taking part in the 2023 Pride march. The plan for next time is to get more people involved, more colour and more bubble machines!"*



## How we are governed

As a company limited by guarantee and a charity, we're committed to open and transparent governance.

We're governed by a board of Council members and executives who make sure we meet our charitable objectives and that we're effectively managed. Day-to-day leadership of the organisation is undertaken by our executive team, which is led by our chief executive.

### Our Council members

Elected by IBMS members, Council members work together to make key decisions and develop policy on behalf of the biomedical science profession. They are directors of the company and trustees of the charity and must fulfil the responsibilities of both roles.

Candidates standing for election must be:

- corporate members (Licentiates, Members or Fellows) of the IBMS
- resident in the UK
- able to meet the eligibility criteria in the Articles of Association (written rules about running a company) and the legal requirements to be a trustee of a charity

Council members are elected for three-year terms at our AGM. At the end of their term, they can choose to stand for election again or resign.

## IBMS committees

Our committees are made up of IBMS Council members and staff who develop key areas of our work. Each committee meets four times a year.

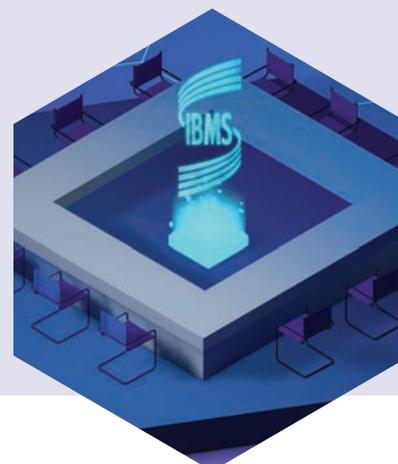
We have five committees:

### Education and Professional Standards Committee

This is responsible for:

- accrediting academic programmes
- developing and monitoring laboratory training policy
- developing and monitoring our policy on continuous professional development
- professional exams
- prizes, awards and research grants
- reporting panels and committees (advisory panels, accreditation panels, examiners, quality and training, cytology, histological dissection and immunocytochemistry)

How we help



## How we help



### Finance and Risk Committee

This is responsible for:

- developing the IBMS's financial strategy
- monitoring financial performance
- recommending budget and subscription proposals to the Council
- determining the financial strategy for Congress
- making sure financial controls are in place
- reviewing investment objectives and performance
- identifying and reviewing strategic risks and advising the Council accordingly



### Membership and Marketing Committee

This is responsible for:

- membership
- corporate identity
- publicity and marketing
- reporting panels and committees (history, Congress, company members and 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

Meeting once a year, the committee acts as a bridge between the auditor of the accounts and Council.

### Council and standing committee members 2022

- President – **Debra Padgett**
- Past President – **Allan Wilson**
- Treasurer – **Gordon McNair**



## Regional and national Council Members 2022

- National – **Zonya Jeffrey** (appointed 24/7/2020)
- National – **Tahmina Hussain** (appointed 5/6/2021)
- National – **Charles Houston** (appointed 24/7/2020)
- National – **Dr Sarah Pitt** (appointed 5/6/2021)
- National – **Sheri Scott** (appointed 11/6/2022)
- East Midlands – **Colin Mudd** (appointed 5/6/2021)
- Ireland – **Glen McDowell** (appointed 11/6/2022)
- London – **Angela Jean-Francois** (appointed 5/6/2021)
- East Anglia – **Matthew Smith** (appointed 5/6/2021)
- North East – **Jennifer Collins** (appointed 5/6/2021)
- North West – **David Eccleston** (appointed 5/6/2021)
- Scotland – **Dr Linda Walsh** (appointed 11/6/2022)
- South East – **Dr Jane Needham** (appointed 24/7/2020)
- South West – **Andrew Usher** (appointed 11/6/2022)
- Yorkshire – **Joanna Andrew** (appointed 11/6/2022)
- Wales – **Dr Victoria Bradley** (appointed 24/7/2020)



How we  
help

## How we help

## How our committees have helped drive change

IBMS Council members work together with staff on our standing committees, which are responsible for advancing our work in key areas. The committees provide guidance, propose new policy and drive forward our strategy. **Nigel Coles** is chair of the Membership and Marketing Committee. It helps guide our work on membership, publicity and marketing, as well as corporate identity. Here, Nigel shares his reflections on lessons learnt in 2022.

*"The IBMS has always been there for me throughout my 40-year career. When things were difficult at work, there was always somebody there to provide advice and support. It's made a big difference to me, and I want everyone to be able to experience that."*

*In 2022, the membership survey helped us find out more about what people think of the IBMS, what we offer and how we can better support our members. To make meaningful change and support our wider strategy, we're working on a number of developments.*

*This includes creating more IBMS branches and regions so members in local areas can come together and learn from each other. New branches have been created or are in the process of being set up in North Staffordshire, Berkshire, Kent and Lothian. We're also providing additional ways to support branches, like managing finances for them.*

### Being inclusive

*Traditionally our membership has been NHS-focused, so we want to make sure we're open and attracting a range of people from academia, diagnostic industries and beyond. This will progress the profession with joined-up thinking and innovation.*

*Also in 2022, we set up an Equity, Diversity and Inclusion Working Group, which is making sure our membership reflects different ethnic groups, people with disabilities and people from LGBTQ+ communities. Alongside this, we've appointed a board-level equity, diversity and inclusion champion to help us to be an inclusive organisation that's accessible for everyone. We want members to get ongoing support and learning so that they stay with the IBMS throughout their careers."*

**Andrew Usher** was chair of the Education Committee until July 2022. It is responsible for developing our policies around education, accrediting our degree programmes and examinations and reporting panels and committees. The committee also guides our work around prizes, awards and grants. Andrew talks about the committee's work in 2022.

*"In the time I've been in the profession, it's changed beyond recognition. Scientists are doing a lot more now than they ever did. The IBMS plays a pivotal role in introducing new qualifications and adapting current courses, so that we can all develop our skills and keep pace with change."*

### Accessible learning

*In my role as chair of the Education Committee, we looked at different ways to deliver IBMS qualifications and training, so they're accessible for everyone. Some of the technologies that used to be common in laboratories are now only used in a few places. This limits the opportunities for biomedical scientists to see these techniques.*

*We've begun to address these differences and think about alternative ways to deliver specialist knowledge. One size doesn't fit all, so we've started to modularise the Specialist Diploma. Member panels are looking at the content to make sure it's up to date and meets the needs of different laboratories. This work is ongoing and includes developing an online learning platform to allow people to access training."*

# Looking ahead

In 2023, we will:

- ◆ Raise the profile of the profession and demonstrate the value of biomedical science. Through our work with politicians, we're being asked to contribute to policy papers, consultations and all-party parliamentary groups. For example, after a recent meeting with a minister, we were asked to submit a briefing on innovation in the NHS for the prime minister. We're also organising an event in parliament for Biomedical Science Day for IBMS members and politicians.



- ◆ Address the concerns of our membership that were raised in the 2022 member survey. In early 2023, IBMS staff and Council members met to discuss the findings of the member research and look at how we can tackle the issues raised by our members.



We will work on the following areas:

- supporting the IBMS regions and branches
- increasing the presence of the IBMS in the workplace
- using communications to connect with younger members
- updating our continuing professional development for members
- supporting the wellbeing of members.

- ◆ Commission research that shows the value of biomedical science and the contribution biomedical scientists make to various aspects of healthcare. This will help us to build the evidence to show why we need to register and retain more biomedical scientists. To deliver our five-year strategy, we have set up a strategic research group to explore projects that look at the positive impact biomedical science has on healthcare. The group is currently considering and evaluating research proposals from organisations and individuals and agreeing which ones the IBMS will commission.



## Our finances

### Consolidated Statement of Financial Activities for the Year Ended 31 December 2022

(Incorporating the Income and Expenditure Account)

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
<b>Income from:</b>				
<b><u>Charitable activities</u></b>				
Subscriptions	2,390,123	-	2,390,123	2,440,341
Qualifications	344,706	285,069	629,775	390,696
Portfolios, assessments and accreditations	373,983	-	373,983	327,929
Publications	6,671	-	6,671	34,674
Regions and branches and discussion groups	121,031	-	121,031	6,633
Other income	2,110	-	2,110	572
<b><u>Congress and other trading activities</u></b>	1,600,093	-	1,600,093	27,949
<b><u>Investments</u></b>				
Listed investment income	196,220	-	196,220	177,097
Property rental	63,107	-	63,107	64,237
Bank interest	29,361	-	29,361	1,130
<b>Total income</b>	<u>5,127,405</u>	<u>285,069</u>	<u>5,412,474</u>	<u>3,471,258</u>
<b>Expenditure on:</b>				
<b><u>Raising funds</u></b>				
Congress and other trading activities	1,120,784	-	1,120,784	143,078
Investment management fees	79,489	-	79,489	82,726
<b><u>Charitable activities</u></b>				
Education, qualifications and registration	1,371,445	285,069	1,656,514	1,320,800
Publications	109,312	-	109,312	99,977
Regions and branches and discussion groups	191,134	-	191,134	66,872
Member events, representation and benefits	1,232,172	-	1,232,172	1,421,822
Grants and prizes	38,043	-	38,043	30,296
<b>Total expenditure</b>	<u>4,142,379</u>	<u>285,069</u>	<u>4,427,448</u>	<u>3,165,571</u>
Net (losses) / gains on investments	(1,310,233)	-	(1,310,233)	913,223
<b>Net (expenditure) / income</b>	<u>(325,207)</u>	<u>-</u>	<u>(325,207)</u>	<u>1,218,910</u>
<b>Other recognised gains / (losses)</b>				
Gain on revaluation of investment property	-	-	-	50,000
<b>NET MOVEMENT IN FUNDS FOR THE YEAR</b>	<u>(325,207)</u>	<u>-</u>	<u>(325,207)</u>	<u>1,268,910</u>
Total funds brought forward	17,081,055	-	17,081,055	15,812,145
<b>Total funds carried forward</b>	<u>16,755,848</u>	<u>-</u>	<u>16,755,848</u>	<u>17,081,055</u>

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

## Our finances

### Consolidated Balance Sheet as at 31 December 2022

	2022 £	2021 £
<b>Fixed Assets</b>		
Tangible assets	1,267,207	1,295,163
Listed investments	10,600,327	11,793,830
Investment property	<u>1,150,000</u>	<u>1,150,000</u>
	13,017,534	14,238,993
<b>Current Assets</b>		
Stock	975	975
Debtors	798,931	698,017
Cash at bank and in hand	<u>4,829,540</u>	<u>4,916,282</u>
	5,629,446	5,615,274
<b>Creditors: amounts falling due within one year</b>	<u>(1,891,132)</u>	<u>(2,754,482)</u>
<b>Net Current Assets</b>	<u>3,738,314</u>	<u>2,860,792</u>
<b>Total assets less current liabilities</b>	16,755,848	17,099,785
<b>Creditors: amounts falling due after more than one year</b>	-	(18,730)
<b>Net Assets</b>	<u><u>16,755,848</u></u>	<u><u>17,081,055</u></u>
<b>Unrestricted Funds</b>		
Accumulated fund	14,996,897	14,681,404
Designated fund	51,996	66,589
Listed investment revaluation reserve	982,422	1,608,529
Investment property revaluation reserve	<u>724,533</u>	<u>724,533</u>
	<u>16,755,848</u>	<u>17,081,055</u>

The Summary Financial Statements have been approved and authorised for issue on behalf of the Trustees on 21 April 2023 by:



D Padgett  
President



J G McNair  
Treasurer



# Statement by Council members

**The 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](http://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 21 April 2023 and have been submitted to Companies House and the Charity Commission.



**D Padgett  
President**

**21 April 2023**  
For and on behalf of the Council of the  
Institute of Biomedical Science



# Benefits of IBMS membership

Being a member of the IBMS has a number of benefits, including:

- ◆ helping you to progress your career through accredited qualifications and training
- ◆ giving you access to professional standards and support
- ◆ enhancing your knowledge and skills through our continuing professional development scheme
- ◆ accessing professional and scientific publications
- ◆ free legal advice on workplace issues and other personal matters, such as being involved in an accident or buying a property
- ◆ discounts on cinema tickets, holidays and health clubs



To find out more about being a member of the IBMS, call 020 7713 0214 or email [mail@ibms.org](mailto:mail@ibms.org).

“There are a lot of benefits to joining the IBMS, from training opportunities to career progression. They’ve given me advice and support while I’ve been doing my Specialist Portfolio in biochemistry. The online Journal Based Learning is also a really helpful way to keep up your continuing professional development. The member magazine has useful adverts for new equipment and what’s current, as well as job opportunities.”

IBMS Licentiate Anne Sagayanathan, a biomedical scientist at George Eliot Hospital in Nuneaton



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Institute of Biomedical Science  
12 Coldbath Square  
London EC1R 5HL  
United Kingdom

Call: +44 (0)20 7713 0214

Email: [mail@ibms.org](mailto:mail@ibms.org)

Visit our website: [www.ibms.org](http://www.ibms.org)

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