



Members' Report 2013/14

Science in the Service of Life

www.ibms.org

President's Foreword

This year has been one of rapid, and sometimes challenging, evolution for the profession, with Institute of Biomedical Science (IBMS) members at the forefront of embracing these changes.



Throughout this period, we have listened to your feedback and made sure our members have the support they need to uphold high professional standards by publishing benchmark policies, enhancing our qualifications, strengthening our governance, and advocating for the profession at the highest levels.

We have worked to support our members in delivering safe, high-quality services by driving the quality agenda forward and ensuring the profession is fit for the future. We have done this by representing the profession in the Department of Health's Pathology Quality Assurance Review, delivering a series of ISO 15189 implementation events, and empowering our members to respond to the Francis Report recommendations through our Working Group's action plan.

The publication of the benchmark© policy series provided essential guidance for the profession and cemented our position as the leading authority on biomedical science.

Looking forward to the coming year, we will continue to provide the strong professional leadership necessary to embed a culture of continuous improvement and high educational and professional standards.

We have a vital role to play in providing opportunities for our members to develop their knowledge and skills while embracing new technologies and ways of working. We will ensure our qualifications meet future workforce needs, accentuating the role of biomedical scientists in areas of practice such as molecular pathology, genomics and point-of-care testing, and launching the Diploma in Biomedical Science to address training needs in increasingly multi-disciplinary services.

During my presidency, I have experienced first-hand the invaluable contribution our members make to the support and development of the profession. I would like to thank our Institute Council and Specialist Advisory Panel members, our Region, Branch and Continuing Professional Development (CPD) officers and portfolio assessors, and everyone who has worked so hard to ensure the Institute and the profession goes from strength to strength. I look forward to working with our members to shape the future of the profession and deliver the support and services that you need, now and in the future.

A handwritten signature in black ink, appearing to read 'Nick Kirk'.

Nick Kirk
President

Chief Executive's Welcome

We have spent this year listening to your views to make sure we continue to meet the needs of our growing membership.



We have used your feedback to upgrade our membership services, ensuring you have the support you need to deliver safe, high-quality services and opportunities to demonstrate high standards of professionalism.

We have enhanced our Group Medical Malpractice and Public Liability Insurance policy to ensure our members meet new Health and Care Professions Council (HCPC) requirements for registration. We have amended our membership criteria and awarded the first Mary Macdonald Bursary and Prize for Achievement, ensuring that the range of academic and vocational achievements of all our members is recognised.

In working together, the coming year offers us an exciting range of opportunities to enhance the support the Institute provides, enabling our members to further their personal and professional development. We have worked closely with Institute members and scientific advisors to ensure that the Congress 2015 programme will be innovative, diverse and have a strong emphasis on applied biomedical science. We will continue to grow our online learning provision, CPD support and range of professional events to support you in your practice.

I would like to thank everyone who has contributed to our success over the past year. You are fantastic ambassadors for the profession: from members whose contribution to healthcare has been recognised on a national stage by the NHS, Chief Scientific Officer and the Science Council, to those who give their time to promote the profession to policymakers, fellow professionals and the public. I would also like to thank the Institute staff for their hard work throughout the year – together we will deliver the professional body you deserve.

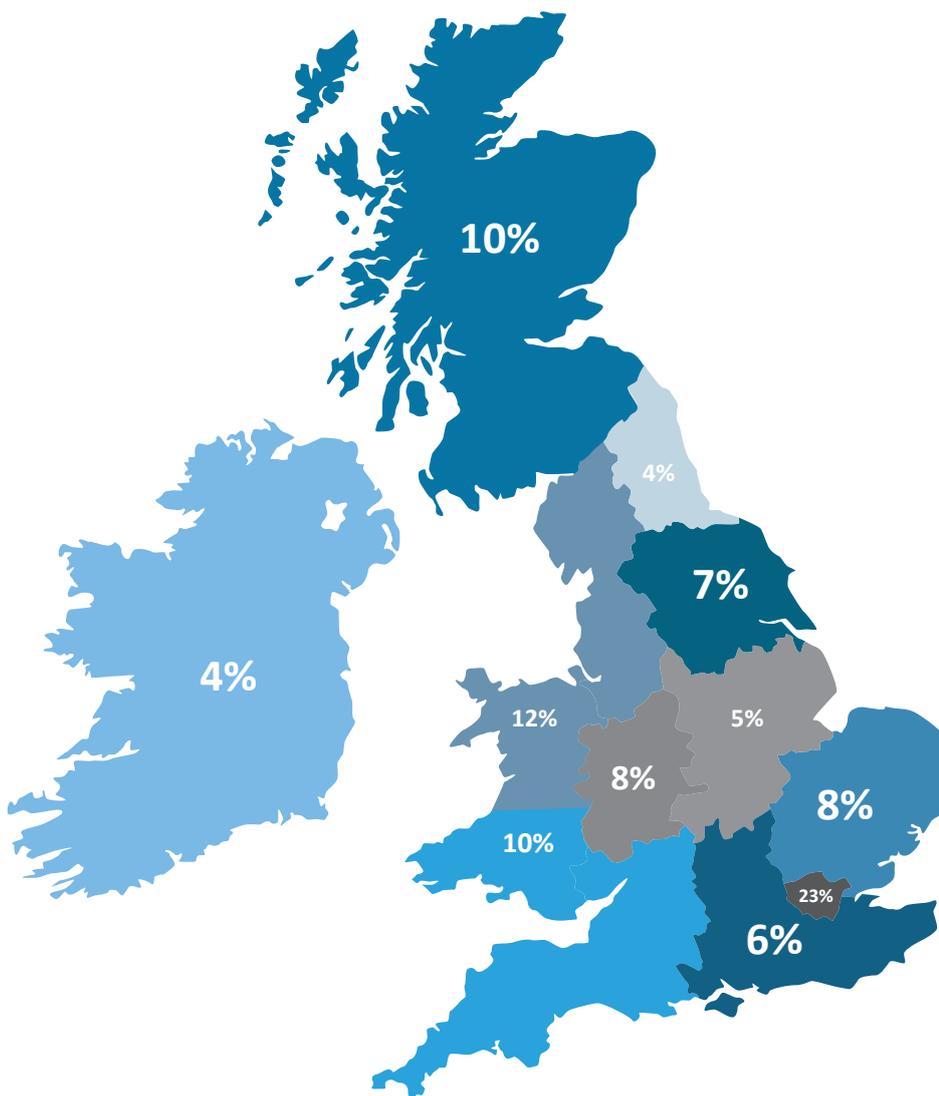
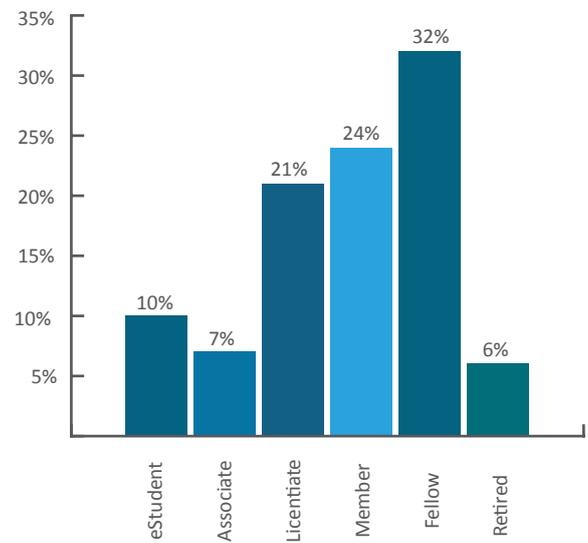
A handwritten signature in blue ink that reads "Jill Rodney".

Jill Rodney
Chief Executive

Our Year at a Glance

To join, visit:
www.ibms.org.uk

Percentage of members in each of the grades of membership:

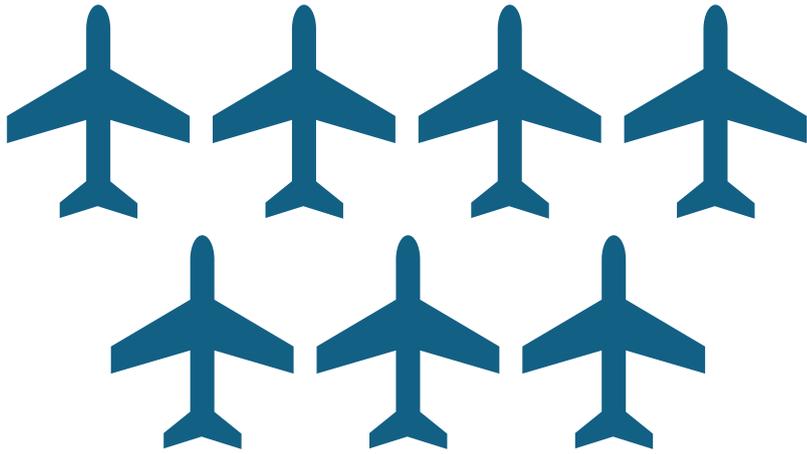


77 Company members

Where our members are:

- East Anglia region 8%
- East Midlands region 5%
- Irish region 4%
- London region 23%
- North East region 4%
- North West region 12%*
- Overseas regions 3%
- Scottish region 10%
- South East region 6%
- South West region 10%*
- West Midlands region 8%
- Yorkshire region 7%

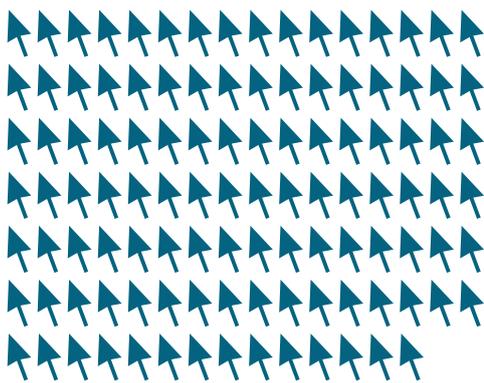
*Wales is served by the North West and South West regions.



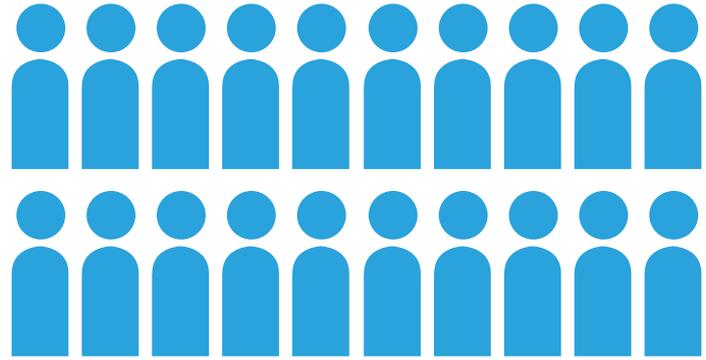
Almost **700** international members in 63 countries worldwide



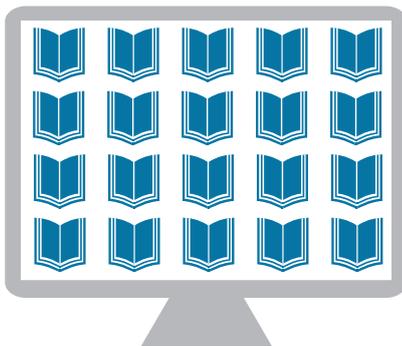
Over **3,000** member applications, member upgrades and members rejoining



656,000 hits on our website



20,000 members



Over **24,000** online journal-based learning exercises were completed by members.



Corporate Strategy 2012-2015

The corporate strategy outlines a vision and a 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 and the public.

We aim to be the world's leading membership body for biomedical science.

Strategic Priority 1: Supporting Our Members

Enhancing Member Services

We will:

- Review the services the Institute currently provides to its members to ensure we understand their value and the impact on practice.
- Ensure that all services provided are appropriate to the changing environment in which our members practise.
- Identify any gaps in our membership provision and develop and provide new services to meet these needs.
- Provide opportunities for members to become involved with the Institute through local, regional and specialist interest groups.

Extending Our Reach

We will:

- Encourage and support membership from beyond the NHS and outside our traditional areas of practice.
- Become more inclusive by developing models of membership that meet the professional and developmental needs of all sectors of the biomedical workforce.
- Enable members at all professional levels to achieve recognition of their knowledge and skills through professional awards, registration and chartering.
- Form strategic alliances that strengthen the Institute's position as a professional body.
- Grow the Institute's international connections and presence.

Strategic Priority 2: Professional Development and Standards

We will:

- Continue to provide an approved route by which individuals can demonstrate they meet the standards of knowledge, skills and behaviour required for registration.
- Improve standards of practice by providing a nationally recognised framework of training and qualifications.
- Recognise excellence and achievement at all levels through a membership structure that is fair and based on merit.
- Produce guidance on standards and ethics that is fit for purpose in a changing environment.
- Play a key role in supporting and enhancing CPD for revalidation and continued registration.
- Become the recognised custodians of a unique body of professional knowledge.

Strategic Priority 3: Advancement of Biomedical Science

We will:

- Become the recognised authority on biomedical science.
- Promote developments in biomedical science informed by academic research.
- Promote the wider aspects of biomedical science research to society.
- Ensure that the biomedical workforce has the knowledge and skills to embrace new and changing technologies.
- Become the recognised interface between academia and employers to ensure that courses are current, relevant, and offer biomedical science graduates the best career opportunities.

Strategic priority 4: Advocacy

We will:

- Ensure that the Institute is well positioned to influence the development and implementation of relevant policy.
- Create a stakeholder management plan that identifies the Institute's key external relationships and details how these should be managed to best effect.
- Enhance and nurture leadership within the profession.

Strategic priority 5 : Organisational robustness

We will:

- Ensure the Institute is fit for purpose to support and promote the development of biomedical science.
- Ensure the Institute is adequately resourced to deliver its strategic objectives.
- Demonstrate good management and stewardship of all resources.
- Continue to review and document the Institute's processes and procedures to support good governance.
- Ensure our staff are employed in a corporate culture that values and supports their development.
- Ensure a robust corporate risk plan is in place and actively managed.
- Develop a strategy to encourage a diverse pool of members to stand for Council.

Supporting Our Members

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

Enhancing Member Services

We are continuously looking for ways in which we can improve what we offer our members.

Key Highlights from 2014

- We launched an eStudent membership offer and attracted over 1,000 new members.
- Our website had almost 656,000 hits and was visited by just over 377,000 people throughout the year.
- We have grown our social media presence; we reached almost 13,000 followers on our Facebook page, almost 4,000 on Twitter and increased our LinkedIn Group to almost 6,000.
- Our e-newsletter sends news and developments straight to the inbox of almost 21,000 members and stakeholders every month.
- On average, over 1,400 members used our online CPD system every month.
- *The Biomedical Scientist* carried over 100 articles from members discussing scientific advancements, case studies and best practices in their disciplines.

- Our Legal Assistance Helpline supported over 300 members with a variety of problems relating to employment, family and consumer disputes, and property issues. Members can access the legal helpline by visiting www.ibms.org/legalhelpline.
- We updated our Group Medical Malpractice Insurance provision for Institute members to reflect the new HCPC indemnity insurance requirements.
- We ran a series of events throughout the UK on the topic of the ISO 15189 standards for laboratories and their implementation.
- Following feedback from members, our forum permits anonymous online discussion about scientific and professional issues.

Plans for 2015

- We are developing a new website that will provide easier access to services and improve member interactions online.
- We will be holding a number of careers events for our student members to help prepare them for the transition from studying to employment.
- We will film training courses and make them available to members on the website.

- We will consult with members on the creation of a new Welsh region to enable us to better support members living or working in Wales.
- We will support members in regions with no active branches to run events and establish branch committees.
- We will offer more networking opportunities for our Fellows.

To find out more about Institute membership benefits, visit: www.ibms.org/benefits



Extending Our Reach

We want to extend membership to those with equivalent qualifications and professional experience, including those working outside the NHS.



Key Highlights from 2014

- We made changes to our membership criteria to ensure they are clear, concise and reflect both the academic and vocational achievements of all sectors of the biomedical science workforce.
- We supported members at all professional levels to achieve recognition through the Science Council registers. Eight Registered Scientist Technicians, 20 Registered Scientists and 98 new Chartered Scientists were registered throughout the year.
- Our members around the country supported the International Federation of Biomedical Laboratory Science (IFBLS) celebrating International Biomedical Laboratory Science Day.
- Vice President, Mr Edward Welsh CSci FIBMS, represented the Institute at IFBLS meetings.
- Vice President, Mr James Kenneth Rae CSci FIBMS, represented the Institute at the European Association for Professionals in Biomedical Science (EPBS) meetings.
- Mr Alan Wainwright CSci FIBMS, Executive Head of Education, addressed the World Congress of Biomedical Laboratory Science in Taiwan on "The Relevance of Learning Outcomes to Professional Practice".

Plans for 2015

- We are continuing to focus our marketing efforts on supporting members in new environments.
- We are creating a stakeholder management plan to further develop stakeholder relationships.
- We are launching our international strategy to increase our influence, grow our membership, and extend our reach in the international arena.

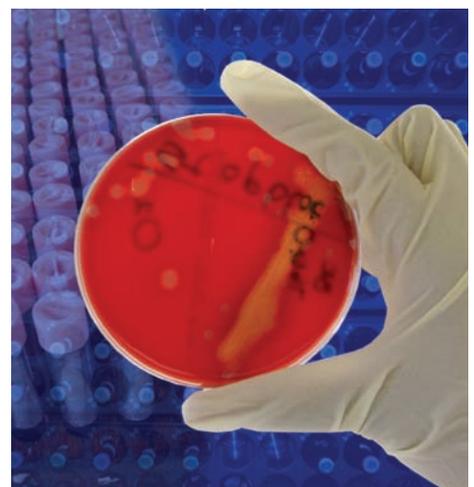
Building links with industry

The Institute is fortunate to have over 70 company members. By advertising in our publications and exhibiting at Congress, they help support these activities. They also play an important role in developing our members' knowledge of the latest technology.

In 2014, we met with our company members to ask how we can better support them. As a result, we now offer them a weekly news update and use of a meeting room at Coldbath Square.

Professional Development and Standard Setting

High-quality, relevant qualifications and training are the keys to ensuring a qualified biomedical science workforce. Our members told us that professional recognition and qualifications were two of the most popular benefits of membership.





Key Highlights from 2014

- We accredited 17 BSc honours degree programmes, including two in healthcare science, and eight MSc degrees.
- We have issued over 350 Certificate of Achievement portfolios and awarded 45 certificates.
- Over 24,000 online journal-based learning exercises were completed by members.
- We issued almost 700 CPD Diplomas and received almost 900 CPD validations.
- We awarded over 750 Certificates of Competence and over 300 Specialist Diplomas.
- We issued over 500 Registration portfolios and over 600 Specialist portfolios.
- Over 100 candidates completed our distance learning programmes to be awarded the Institute's Certificates of Expert Practice in Quality Management, Training and Leadership and Management.
- Following feedback from members, we have made a number of changes to our ePortfolio to make online CPD easier to use – members are now able to add, edit and delete activities, and attach reflective practice statements.
- We launched Institute policies on Staffing and Workloads in Clinical Diagnostic Laboratory Services, Supervision of Biomedical Support Staff and Management of Laboratory Training and reviewed our Code of Conduct.
- We have announced a pioneering joint venture with Thermo Fisher Scientific to promote excellence in laboratory practice, using education and CPD resources.

Plans for 2015

- We are launching the Diploma in Biomedical Science to enable the recognition of structured, standardised post-registration training and assessment of registered biomedical scientists in newly emerging multi-disciplinary services.
- We will seek approval from the HCPC as an education provider offering equivalence routes that recognise relevant academic and professional experience in respect of biomedical scientist and clinical scientist registration.
- We will determine the types of qualification that would be suitable for developing the role of biomedical scientists in areas of practice such as molecular pathology, genomics and point-of-care testing.

To find out more about education and training, visit: <http://www.ibms.org/go/qualifications>

Advisory Panels (APs)

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

Key Highlights from 2014

- Played a key role in organising the science lecture programmes for the Biomedical Science Congress 2015.
- Developed Institute qualifications, including the new Diploma in Biomedical Science and the Advanced Specialist Diploma in Non-Gynaecological Cytology.

- Introduced new prizes for the candidates who achieve the highest mark, on first sitting, in both the Diploma of Expert Practice and Advanced Specialist Diploma examinations.
- Provided online journal-based learning.
- Provided discipline-specific input into applications for the Institute's research grants.
- Provided verifiers and examiners for the Institute's Registration and Specialist Portfolios and other qualifications.
- Identified a number of nominees for Institute representation on external, local, national and government committees.
- Reviewed Institute publications and contributed to external consultations.

Plans for 2015

- We will lead on the development and delivery of the scientific programme for Congress 2015.
- In collaboration with RCPATH, we will establish a Conjoint Board for Biomedical Scientist Reporting of Histopathology in gastrointestinal and gynaecological pathology.
- We will contribute expert opinion to external consultations.
- We will prepare the 2015 Institute examinations.

To find out more about our panels, please visit: www.ibms.org/panels

Congress 2015 will take place on 28–30 September 2015 at the ICC Birmingham.

To book, please visit: www.ibms.org/congress

Advancement of Biomedical Science

We are proud to acknowledge the commitment and contribution our members make to healthcare through a number of awards recognising both service to the Institute and the profession.



Congratulations to all of our members who have received recognition via a variety of awards and honours.

Industry Awards and Honours

- Jacqueline Wales FIBMS was awarded Healthcare Scientist of the Year 2013 at NHS Education for Scotland's annual conference.
- Sandra Richards CSci MIBMS was awarded the Oxford University Hospitals NHS Trust (OUH) Bronze Award for Volunteering.
- Sandra Richards CSci MIBMS and Diane Anderson MIBMS achieved recognition on the Science Council's list of 100 leading UK practising scientists.
- Susan Kenworthy CSci FIBMS was one of the two winners of the Academy for Healthcare Science's (AHCS) Inaugural Awards, while Paul Waller CSci FIBMS was also recognised for leadership and innovation within healthcare science.
- IBMS members Sandra Richards CSci MIBMS, Terry Coaker CSci FIBMS and Melanie Watson CSci FIBMS were all named winners of the Chief Scientific Officers Awards at a ceremony in London.
- Dr Gary Reynolds CSci FIBMS was awarded third prize for the Best Oral Presentation at the European Congress of Pathology 2014.

Finally, congratulations to Institute staff, who won two prestigious marketing awards for the new eStudent membership offer.

IBMS Awards and Honours Fifty-Year medals

Fifty-year medals are awarded to members with half a century of continuous membership. During 2013/14, we awarded 63 medals. We would like to thank all our fifty-year medal recipients for a lifetime of support.

Miss Barbara Ackroyd CSci FIBMS
Miss Mary Allardyce FIBMS
Mr William Allen FIBMS
Mrs Eileen Barry FIBMS
Mr Gary Bradley FIBMS
Mr Robert Burnell CSci FIBMS
Dr Phillip Chandler FIBMS
Mrs Veronica Collins CSci FIBMS
Mrs Glynne Collins FIBMS
Miss June Delaney FIBMS
Mr John Difford FIBMS
Mr Michael Duggan FIBMS
Mr Ronald Duke FIBMS
Mr Francis Ellis FIBMS
Mr Michael Erskine FIBMS
Miss Patricia Evans MIBMS
Mr Anthony Fearn FIBMS
Mr Dennis Flaxman FIBMS
Mr Blair France CSci FIBMS
Dr Michael Gardiner FIBMS
Mr Alan Gartshore MIBMS
Mr James Givan FIBMS
Mr Reginald Goulden FIBMS
Mr Louis Greenwood CSci FIBMS
Mr Peter Hart FIBMS
Miss Mary Hodge MIBMS
Miss Anne Holt FIBMS
Mr David Houlston CSci FIBMS
Mr Brian Jones FIBMS
Mrs Marilyn Jones MIBMS
Mr Bakar Jowaheer MIBMS
Mr James Kenneth Rae CSci FIBMS
Mrs Elizabeth Leigh MIBMS
Mr Colin Lister FIBMS
Mr Laurence Marcantonio FIBMS
Mrs Barbara Marriage CSci FIBMS
Dr David McLellan FIBMS
Mr Michael Milne CSci FIBMS
Mr David Neale FIBMS
Mrs Adrienne Patterson FIBMS
Mrs Mary Popeck FIBMS





Mrs Eileen Sargent FIBMS
 Mr Thomas Shaw CSci FIBMS
 Dr Moira Shearer FIBMS
 Dr Audrey Smith FIBMS
 Mr David Steers MIBMS
 Mr Malcolm Stewardson FIBMS
 Mr Robert Thomas FIBMS
 Miss Rosemary Tilt FIBMS
 Mr James Todd FIBMS
 Miss Anne Tootle FIBMS
 Mrs Margaret Trotman MIBMS
 Mr Po Tsui FIBMS
 Miss Maureen Turley FIBMS
 Mr Alan Turnbull FIBMS
 Miss Christine Warren FIBMS
 Mr Alexander Watson FIBMS
 Mr Anthony Westwell FIBMS
 Mrs Sylvia White CSci FIBMS
 Mr Gary White FIBMS
 Mr John Whitwam CSci FIBMS
 Mr Peter Wilkinson FIBMS
 Miss Sarah Wilson CSci FIBMS

Honorary Membership

Honorary Membership of the IBMS is awarded in recognition of an individual member's significant contribution and support to the Institute across a number of years. In 2014, Honorary Membership of the Institute was awarded to Brian Dale CSci FIBMS.

RJ 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 2013 RJ Lavington Prize was awarded to Jill Caulfield CSci FIBMS for her examination result in Transfusion Science.

Company Members' Prize

Established in 2007 and awarded annually to the candidate who, at their first attempt, receives the highest prize in each discipline of the Higher Specialist Diploma examination. In 2013, the following candidates were awarded the prize:

- Rachel Dye FIBMS – Haematology
- Heather Farrimond CSci FIBMS – Leadership and Management
- Maria Nwachuku FIBMS – Cytopathology
- Matthew Smith CSci FIBMS – Clinical Chemistry

Mary Macdonald Prize for Achievement and Bursary

This was established in the memory of Mary Macdonald CSci Fellow, who made a significant contribution to the Institute throughout her life.

The first Mary Macdonald Bursary was awarded to Jill Beavers, a Medical Laboratory Assistant based in the Clinical Biochemistry department at North Tyneside General Hospital.

The first Mary Macdonald Prize for Achievement was awarded to Pavanjit Jheeta, a Medical Laboratory Assistant at City Hospital, Sandwell & Birmingham Hospitals NHS Trust.

Holly Keyes, a Medical Laboratory Assistant based in the Haematology department of the Royal Bournemouth Hospital, was awarded the second Mary Macdonald Bursary.

Research Grants

Institute research grants are awarded annually to members to support original investigations and other suitable research work. The grants awarded are usually between £500 and £5,000. In 2013/14, we awarded £18,300 of research grants.

President's Prize

We sponsor an annual prize for one student graduating from each university that offers an Institute accredited BSc (Hons) degree programme in biomedical science. Each university or college awards the prizes according to its own defined criteria to graduates who achieve high academic distinction. During 2013/14, we awarded 46 prizes.

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

Advocacy



Our members told us that it was important for the Institute to represent them with governments, employers and higher education institutions. Members wanted to see that we were representing their interests in key areas, including NHS reform, regulation and promoting the role of biomedical science in society.

Key Highlights from 2014

- We have continued to work with our Advocacy Focus groups to hear views from our members about how we can influence policy and raise our profile.
- We have continued to post brief reports from Council Members who attend external events on behalf of the Institute on our website.
- Our members were involved in hundreds of events to raise the profile of the profession, including National Healthcare Science Week, and the annual School Science Conference at the Glasgow Science Centre.
- Our President, Council Members and Chief Executive have attended events to ensure members' views are represented in the areas members deem crucial for the profession, including the Department of Health's Pathology Quality Assurance Review.



- We have raised our profile through media coverage in Newsweek, the British Journal of Healthcare Management, Science in Parliament, and local press.
- We were sponsors of the Biological and Biomedical Sciences session of SET for Britain that supports early career researchers and future scientists. SET for Britain is organised by the Parliamentary and Scientific Committee with the aim of supporting and promoting the work of early career researchers in the UK.
- We awarded the first Institute eStudent British Science Festival Bursary, which offered member Dee Kulaveerasingam the chance to gain experience in communicating science to the public.
- Working with Glasgow City of Science and local primary schools, we successfully smashed the world record for the largest simultaneous hand hygiene lesson at multiple venues.
- The History Committee assisted other bodies and organisations, including the BBC and RCPATH who were putting together exhibits and talks relevant to the history of biomedical science.



We responded to the following consultations:

- The Parliamentary Science and Technology Committee – Inquiry on Health Screening, February 2014.
- The Academy for Healthcare Science – Proposed Standards for Register of Healthcare Science Practitioners, February 2014.
- The Health and Care Professions Council (HCPC) – Changes to the profession-specific standards of proficiency for biomedical scientists and clinical scientists, June 2014.
- The Quality Assurance Agency for Higher Education (QAA) – UK Quality Code for Higher Education Part A: Setting and maintaining academic standards and the UK frameworks for higher education qualifications, June 2014.
- The Health Education England (HEE) Research and Innovation Strategy – delivering a flexible workforce receptive to research and innovation, June 2014.
- The Higher Education Funding Council for England – Accreditation in the Key Information Set, July 2014.
- The Academy for Healthcare Science – Operation of the Academy Register, July 2014.
- The NHS Genomic Laboratory Service Redesign, August 2014.
- Department for Business Innovation and Skills (BIS) Science and Innovation Consultation Strategy, September 2014.
- Healthcare Science National Delivery Plan for Healthcare Science Professionals in Scotland 2014–2017, September 2014.
- Chief Scientific Officer's Health Research Strategy – Scotland, September 2014.

Plans for 2015

- We will continue to contribute to consultations on behalf of our members.
- We will continue to raise the profile of the profession with policymakers and the public.
- A complete set of IBMS publications and other written archive material will be deposited with the Wellcome Library, ensuring these important historical documents are stored appropriately and are publicly available. Our thanks are extended to History Committee Chair, Dr David Petts FIBMS, who led this project.
- History Committee member John Bushrod FIBMS is undertaking research into the service and fate of members of the Pathological and Bacteriological Laboratory Assistants' Association (PBLAA) who were known to have served in the Great War.



“The process of joining the Institute of Biomedical Science was handled very efficiently and in a timely manner. The interactions I have had with IBMS staff have been very friendly and supportive. For other colleagues who are in the same situation, I would be happy to vouch for the efficiency of the IBMS.”

Organisational robustness

We want to build an effective and efficient organisation that is sustainable, with the capacity to deliver our mission effectively.

To achieve this, we need to utilise new technology, and attract and retain high-calibre staff to offer the best possible support to our members and other stakeholders.

Highlights from 2014

- We reviewed our membership database system, with a view to offering enhanced access for members via the members-only section of the website and improving communication channels.
- We continued to improve our operational efficiency and deliver value for money through sound financial and risk management and strengthening of internal controls.
- We expanded our History Committee, recruiting Mr Stephen Mortlock CSci FIBMS, Mr Lee Peters CSci FIBMS and Mr James Kenneth Rae CSci FIBMS. Our thanks are extended to Mr Anthony Harding FIBMS (Chair 2008–2014) and Mrs Jocelyn Germain FIBMS for their valuable contribution over the years.

Plans for 2015

- As part of our commitment to open and transparent governance, we will extend the opportunity of members observing Council meetings to include the key standing committees.
- We will seek to include lay members in Institute governance.
- Vice President Mr James Kenneth CSci FIBMS is arranging to record and catalogue the instruments and equipment held by the Institute.

“I joined the IBMS to be part of a progressive professional body as well as to access materials such as journals and newsletters. In addition joining has given me the opportunity to be more familiar with CPD continuing professional development and other professional qualifications in the field of biomedical science.”

Governance in the Institute

The Institute 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 by members in their region or country. Institute 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 the delegated authorities.

There are five standing committees:

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

“May I take this opportunity to say how much I have enjoyed doing the various CPD on line journal based learning and that I appreciate all the work that the staff at IBMS does on our behalf.”



Council and Standing Committee Attendance 1 October 2013–30 September 2014

Name	Position	Council meeting attendance	Other standing committees
Council Officers			
Mr Derek Bishop CSci FIBMS	President January 2012–December 2013	6 December 2013 6 June 2014 5 September 2014	Executive and Finance Committee (Chair until January 2014) Remuneration Committee Chair – 3 March 2014
	Past President January 2014–December 2014		
Mr Nicholas Kirk CSci FIBMS	President Elect January 2013–December 2013	6 December 2013 7 March 2014 6 June 2014	Executive and Finance Committee (Chair from January 2014) Remuneration Committee 3 March 2014
	President January 2014–present	5 September 2014	
Mr Robert Simpson CSci FIBMS	Treasurer January 2013–present	6 December 2013	Executive and Finance Committee 25 October 2013 31 January 2014 25 April 2014 25 July 2014 (teleconference) Remuneration Committee 3 March 2014
		7 March 2014	
		6 June 2014	
Regional and National Council Members			
Dr Valerie Bevan CSci FIBMS	Council Member London	6 December 2013	Membership and Marketing Committee 25 October 2013 31 January 2014 25 April 2014 25 July 2014 Audit Committee 21 February 2014
		7 March 2014	
		6 June 2014	
		5 September 2014	
Mr Clinton Blackburn CSci FIBMS	Council Member North East	6 December 2013	Education and Professional Standards Committee 31 January 2014 25 April 2014 Audit Committee 21 February 2014
		7 March 2014	
		6 June 2014	

Name	Position	Council meeting attendance	Other standing committees
Regional and National Council Members continued			
Mr David Eccleston CSci FIBMS	Council Member North West	6 December 2013 6 June 2014 5 September 2014	Deputy Chair – Education and Professional Standards Committee 25 October 2013 31 January 2014 25 April 2014 17 July 2014 Executive and Finance Committee 25 October 2013 31 January 2014 25 April 2014 25 July 2014
Mrs Alison Geddis CSci FIBMS	Council Member National	6 June 2014 5 September 2014	Education and Professional Standards Committee 25 October 2013 25 April 2014 17 July 2014
Mrs Jennifer Hancock CSci FIBMS	Council Member Wales	6 December 2013 7 March 2014 6 June 2014 5 September 2014	Education and Professional Standards Committee 25 October 2013 31 January 2014 25 April 2014 17 July 2014
Ms Helena Kilgariff CSci FIBMS	Council Member West Midlands	6 December 2013 Ms Kilgariff was unable to attend during 2014	Education and Professional Standards Committee 25 October 2013 Ms Kilgariff was unable to attend during 2014
Mrs Betty Kyle CSci FIBMS	Council Member Scotland	6 December 2013 7 March 2014 6 June 2014 5 September 2014	Education and Professional Standards Committee 25 October 2013 31 January 2014 25 April 2014 Executive and Finance Committee 25 October 2013 31 January 2014 25 April 2014 25 July 2014
Mr Gordon McNair CSci FIBMS	Council Member Irish	7 March 2014 6 June 2014 5 September 2014	Membership and Marketing Committee (Deputy Chair from June 2014) 31 January 2014 25 April 2014 25 July 2014 Executive and Finance Committee 25 October 2013 (teleconference) 31 January 2014 25 April 2014 25 July 2014

Name	Position	Council meeting attendance	Other standing committees
Regional and National Council Members continued			
Mrs Christine Murphy CSci FIBMS	Council Member Yorkshire	7 March 2014 6 June 2014 5 September 2014	Chair – Education and Professional Standards Committee 25 October 2013 31 January 2014 25 April 2014 17 July 2014 Executive and Finance Committee 25 October 2013 31 January 2014 25 April 2014
Dr Jane Needham CSci FIBMS	Council Member South East	6 December 2013 7 March 2014 6 June 2014 5 September 2014	Membership and Marketing Committee 25 July 2014 (via teleconference) Remuneration Committee 3 March 2014
Mrs Joyce Overfield CSci FIBMS	Council Member National	6 December 2013 7 March 2014 6 June 2014	Education and Professional Standards Committee 25 October 2013 25 April 2014 17 July 2014
Mrs Debra Padgett CSci FIBMS	Council Member National	6 December 2013 (teleconference) 7 March 2014 6 June 2014 5 September 2014	Membership and Marketing Committee (Chair from June 2014) 25 October 2013 31 January 2014 (teleconference) 25 April 2014 (teleconference) 25 July 2014 Executive and Finance Committee (from June 2014) 25 July 2014 (teleconference)
Ms Sandra Richards CSci MIBMS	Council Member National	7 March 2014 6 June 2014 5 September 2014	Membership and Marketing Committee 25 October 2013 31 January 2014 25 April 2014 25 July 2014
Mr Daniel Smith CSci FIBMS	Council Member National	6 December 2013 7 March 2014 6 June 2014 5 September 2014	Deputy Chair – Membership and Marketing Committee (until June 2014) 31 January 2014 25 April 2014 25 July 2014 Executive and Finance Committee 31 January 2014 25 April 2014 25 July 2014
Mr Matthew Smith CSci FIBMS	Council Member East Anglia	5 September 2014	Co-opted in September 2014

Name	Position	Council meeting attendance	Other standing committees
Previous Council Members continued			
Mr Ian Sturdgess CSci FIBMS	Council Member East Midlands	6 December 2013 7 March 2014 6 June 2014 5 September 2014	Chair – Membership and Marketing Committee (until June 2014) 25 October 2013 31 January 2014 25 April 2014 25 July 2014 Executive and Finance Committee (until June 2014) 25 October 2013 25 January 2014 25 April 2014
Mr Andrew Usher CSci FIBMS	Council Member South West	6 December 2013 7 March 2014 6 June 2014 5 September 2014	Education and Professional Standards Committee 25 October 2013 31 January 2014 17 July 2014 Remuneration Committee 3 March 2014
Mr Allan Wilson CSci FIBMS	Council Member National	6 December 2013 7 March 2014 6 June 2014 5 September 2014	Membership and Marketing Committee 25 October 2013 31 January 2014 25 April 2014

Group Statement of Financial Activities for the Year Ended 30 September 2014

Summary Income and Expenditure Account

	Unrestricted Funds	
	2014	2013
	£	£
Incoming Resources		
Incoming Resources from Charitable Activities		
Subscriptions	2,105,681	2,095,547
Qualifications	232,109	220,960
Registration	162,495	130,760
Publications	19,509	24,590
Regions and branches activities	175,006	94,535
Member events	53,666	-
Activities for Generating Funds		
Conferences	2,829	1,127,273
Investment income	175,115	181,799
Other income	93,153	148,013
Voluntary Income		
Donations	12,500	-
Total Incoming Resources	3,032,063	4,023,477
Resources Expended		
Costs of Generating Funds		
Conferences	1,306	770,354
Costs of other services provided	1,576	1,971
Charitable Activities		
Qualifications	88,541	122,747
Registration	54,211	43,287
Publications	41,792	41,893
Regions and branches activities	211,424	120,073
Member events	17,210	-
Chartered Scientist	77,699	75,785
Registered Scientist	1,710	1,035
Membership representation	73,012	60,889
Membership benefits	65,601	55,422
Grants and prizes	25,925	30,506
Support costs	785,848	812,623
Management and administration	874,420	873,942
Governance Costs	40,758	49,829
Other Resources Expended		
Corporation Tax	11,808	24,699
Irrecoverable VAT	96,092	66,349
Other finance cost of defined benefit pension scheme	(27,000)	(17,000)
Total Resources Expended	2,441,933	3,134,404
Net Incoming Resources	590,130	889,073
Other Recognised Gains/(Losses)		
Investment gains	93,261	253,513
Actuarial gain/(loss) on defined benefit pension scheme	704,000	(434,000)
Net Movement in Funds for the Year	1,387,391	708,586
Total funds brought forward	8,964,537	8,255,951
Total funds carried forward	10,351,928	8,964,537

Group Balance Sheet as at 30 September 2014

	Unrestricted Funds	
	2014	2013
	£	£
Fixed Assets		
Tangible assets	1,143,922	1,081,725
Investments	3,923,555	4,255,294
	<u>5,067,477</u>	<u>5,337,019</u>
Current Assets		
Stock	2,801	1,533
Debtors	699,907	584,328
Regional bank balances	290,680	264,757
Cash at bank and in hand	4,419,429	3,698,910
	<u>5,412,817</u>	<u>4,549,528</u>
Creditors: amounts falling due within one year	<u>1,181,366</u>	<u>1,250,010</u>
Net Current Assets	<u>4,231,451</u>	<u>3,299,518</u>
Total Assets Less Current Liabilities	9,298,928	8,636,537
Defined Benefit Pension Scheme Asset	<u>1,053,000</u>	<u>328,000</u>
Net Assets	<u>10,351,928</u>	<u>8,964,537</u>
Unrestricted Funds		
Accumulated fund	8,240,667	7,671,537
Revaluation Reserve	1,058,261	965,000
Pension Reserve	1,053,000	328,000
	<u>10,351,928</u>	<u>8,964,537</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and the Financial Reporting Standard for Smaller Entities (effective April 2008).



N Kirk
President



R A I Simpson
Treasurer



J Rodney
Chief Executive

Approved by Council on 6 March 2015

Independent auditors' statement to the Council of the Institute of Biomedical Science.

We have examined the summarised group financial statements of the Institute of Biomedical Science for the year ended 30 September 2014.

Respective responsibilities of the Council and the auditor

The Council are responsible for preparing the summarised financial statements in accordance with applicable United Kingdom law and the recommendations of the charities SORP.

Our responsibility is to report to you our opinion on the consistency of the summarised financial statements with the full financial statements and Council members' Annual Report and its compliance with the relevant requirements of Section 427 of the Companies Act 2006 and the regulations made thereunder.

We also read the other information contained in the summarised annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summarised financial statements.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the charity's full annual financial statements describes the basis of our opinions on those financial statements and on the Council Members' Report.

Opinion

In our opinion the summarised group financial statements are consistent with the full financial statements and the Council members' Annual Report of the Institute of Biomedical Science and complies with the requirements of section 427 of the Companies Act 2006, and the regulations made thereunder for the year ended 30 September 2014.

Ellis Atkins

Ellis Atkins Chartered Accountants (Statutory Auditor)
1 Paper Mews, 330 High Street, Dorking, Surrey, RH4 2TU
6 March 2015

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/accounts

The full annual accounts have been subject to external examination by an independent auditor and received an unqualified audit report. The annual accounts were approved by the Council members on 6 March 2015 and have been submitted to Companies House and the Charity Commission.



J Rodney, Chief Executive
6 March 2015

For and on behalf of the Council of the Institute of Biomedical Science



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

T: + 44 (0)20 7713 0214
F: + 44 (0)20 7837 9658
E: mail@ibms.org
W: www.ibms.org

Social media: www.ibms.org/followus

The Institute of Biomedical Science is a company limited by guarantee registered in England, No. 377268, and a registered charity, No. 261926 © Institute of Biomedical Science.

Copyright and disclaimer
This document and its contents, including the Institute of Biomedical Science (IBMS) logo, are the property and trademarks of the Institute of Biomedical Science. The copyright on this material is owned by the IBMS (unless otherwise explicitly stated). This document, or no part of it, may be copied, reproduced, republished, downloaded or transmitted in any way, other than for your own personal, non-commercial use. Prior written permission must be obtained from the IBMS, using the contact details above, for any other use of this material. All rights are reserved.

Copyright © Institute of Biomedical Science 2015