



Support · Progress · Promote

IBMS STRATEGY 2026-2029

Strengthening visibility, promoting value and
championing biomedical science

About the IBMS

We are the professional body for scientists, support staff and students working in biomedical science. For over 100 years, we've supported our members to 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.

Our vision

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

Our mission

We are committed to excellence in biomedical science, ensuring the highest standards of service to patients and the public.

We support our members by setting quality standards for the profession through training, education, assessments, examinations, and continuous professional development (CPD).

Our values

Member focus

- We provide leadership, support, and development opportunities to help members reach their potential
- We listen to members and address key issues affecting them
- We deliver high-quality, valuable services tailored to their needs

Integrity

- We act with honesty and transparency in everything we do
- We follow through on commitments—we do what we say
- We maintain fair, open, and accountable governance and management

Professionalism

- We take pride in our work and maintain high standards
- We speak positively about the Institute and its mission
- We protect and uphold the Institute's reputation and heritage

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Respect

- We value diverse backgrounds, experiences, and perspectives
- We treat members, stakeholders, partners, and the public with respect and consideration

Continuous improvement

- We embrace innovation, collaboration, and change
- We are committed to professional and personal growth
- We acknowledge our mistakes and learn from them

Key Themes



Our strategy is based upon the three pillars of our Member Value Proposition:

Support, Progress, Promote

The IBMS provides members with:

- **support** through professional standards that help ensure safety, quality, well-being and peace of mind
- simple and seamless access to training, qualifications, and knowledge to **progress** their careers and stay relevant as the profession changes
- a strong, respected and progressive voice to **promote** the profession at all levels

As a charity, our obligation is to ensure we use our reserves wisely. As health systems enter into a period of considerable change, it is our challenge to maintain our public visibility and to continue to promote the value our members bring to healthcare and the impact they have on public health.

Core aims

Building on the success of our Strategy 2022-2025, the strategy is split into **two parts** with a series of aims:

- **Part one: We will extend our experience and expertise**
- **Part two: We will build and develop our future**

Part one: We will extend our experience and expertise

AIM ONE

We will continue to support the biomedical science workforce by delivering a sustainable pipeline of future biomedical scientists who are HCPC-registered, and supporting those working in the field with relevant qualifications and training.

Currently, there are about 4600 people who are eligible to become biomedical scientists each year. But only around 1200 people a year become biomedical scientists. We want to make sure as many people as possible can take on this role so our laboratories have a sustainable workforce. We will do this by:

- encouraging greater recognition for trainers and trainees. If we can support more people to become trainers, we can grow the biomedical science workforce.

AIM TWO

We will progress our current members' careers by providing more relevant CPD, training and qualifications. We will also foster and support equality, diversity and inclusion in the workplace and champion our members' values and clear professional standards.

To do this, we will:

- make sure all of our members have access to relevant high-quality CPD that they can do at their own pace, including providing CPD on topics like wellbeing and EDI, which are newer components of the HCPC registration requirements for CPD; our focus is on building the skills that well-rounded healthcare professionals need to progress in their careers
- support members to develop leadership skills
- identify gaps in current qualifications so more biomedical scientists can progress in their careers and take on advanced roles.

AIM THREE

We will promote our highest qualifications by supporting consultant biomedical scientist roles where services and patients will benefit from their presence. We will widen the disciplines of these qualifications and increase the number of members accessing them.

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Only around 200 biomedical scientists currently occupy consultant roles.

To increase the number of biomedical scientists taking on consultant roles, we will:

- raise awareness of the benefits that consultant biomedical scientist roles in healthcare offer; we will continue to talk about the importance of these roles and how they add value to services
- promote and support greater uptake of advanced qualifications
- continue to develop new qualifications where a clear need is identified.

Part two: We will build and develop our future

AIM ONE

We will promote our profile and that of our members, to further develop a policy and engagement capability at government and international level.

We will do this by:

- continuing with our public and government engagement work to further raise the profile of the IBMS and demonstrate the value of the profession
- continuing to publish reports and white papers and develop guidance aimed at the UK government
- celebrating our membership and the profession through public engagement and membership events.

AIM TWO

We will retain, expand and diversify IBMS membership across the UK and internationally.

We will do this by:

- developing tailored benefits that meet the evolving needs of current and future members
- actively promoting IBMS membership to registered biomedical and clinical scientists

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- setting up an international faculty to share experiences, gain insights from across the globe and provide advocacy to international bodies and governments
- developing a CPD offer that is relevant to members, wherever they work.

AIM THREE

We will increase understanding of the benefit and impact that the profession and biomedical science delivers to society by promoting our members' values and how these are applied in practice.

We will do this by:

- continuing to undertake peer-reviewed and evidence-based research to promote the profession
- identifying opportunities to provide grant funding to projects that benefit patients and the biomedical science profession
- continuing to develop areas of work that are important to members' values, including sustainability and EDI.

AIM FOUR

Ensure that the IBMS remains robust and sustainable to support members in the years to come to encourage continued membership throughout their careers.

We will do this by:

- making sure the IBMS can continue to deliver high-profile educational events and services needed by members
- ensuring the IBMS attracts and works with the best talent in terms of staff, volunteers and experts
- making sure the IBMS diversifies its income in line with its aims and objectives
- ensuring the organisation's infrastructure (e.g. member-facing systems, back-office systems and staffing) is robust, and up to date.

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