



# Annual Report 2025

Championing  
biomedical  
science





About the IBMS	3
President's welcome	4
Chief Executive's summary	5
Highlights of 2025	6
How we help our members	7–19
Our finances	21–22
Benefits of IBMS membership	23

# About the IBMS

We're 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.

- Find out more about what we do, and how we support our members and the profession: [www.ibms.org/whatwedo/](http://www.ibms.org/whatwedo/)
- Read our mission and values: [www.ibms.org/visionmissionvalues/](http://www.ibms.org/visionmissionvalues/)
- This annual report marks the final year of our 2022–2025 strategy, which was informed by our members. Read about the difference we made to members in this strategy period: [www.ibms.org/strategyreport/](http://www.ibms.org/strategyreport/)



**“I’m a member of the IBMS because I value our cohesive voice as a scientific profession. There is no other profession that has such a unified voice across all spectra of pathology. It’s a voice that has gained significant amplification post COVID-19. I know how hard the executive team engages with national bodies, and lobbies to ensure that pathology provision is to the highest possible standard for every patient across the UK. I truly believe that we are only strong and able to do this if we – biomedical scientists – sign up to become members and support the organisation through our membership fees.”**

**Phillipa Burns**, a consultant clinical scientist working in medical microbiology at Hull University Teaching Hospitals NHS Trust

**“As a committed member of the IBMS, I have sat on branch and regional committees for many years. During that time, I have worked with many marvellous, enthusiastic people who have given selflessly of their time to further the cause of biomedical science. Being part of our profession is so valuable. You get out of the IBMS what you are prepared to put in. I spent nine years as a member of the Council of the IBMS. This gave me an invaluable insight into the workings of the organisation. If you want to effect change, think about joining.”**

**Colin Mudd**, Senior Lecturer in biomedical science at Nottingham Trent University



# A message from our president

It has been a privilege to serve as IBMS President over the last two years (2024–25). When I attended my first Congress in the late 1990s, I could never have imagined that one day I would hold this role or have the honour of delivering the Albert Norman Address. Seeing Congress 2025 become our biggest yet was a real highlight of my presidency.

I wanted to be president because I care deeply about raising the visibility of biomedical science and the members who make this profession what it is. Biomedical scientists are involved in almost every patient pathway, yet too often their contribution is not fully recognised or understood. I have used my time as president to help change that.

In 2025, I was proud to represent the IBMS internationally and share how the UK is leading the way in advanced practice. I presented at a Nordic conference in Iceland and represented the IBMS at the European Association of Biomedical Scientists annual meetings in Rotterdam and Vienna. I spoke about how IBMS advanced practice qualifications have developed over the past 20 years, enabling biomedical scientists to work at consultant level and make an even greater contribution to patient care.

## RAISING THE PROFILE OF BIOMEDICAL SCIENCE

A key part of my presidency has been championing biomedical science and helping more people understand the profession's contribution to patient care. This included visiting the laboratory at Darent Valley Hospital in Dartford with MP Lauren Sullivan to

showcase the vital work taking place in our laboratories every day. Lauren will also host our 10th Biomedical Science Day in June 2026 at a reception at the House of Commons to celebrate the contribution of biomedical scientists to healthcare across the UK and continue important conversations about the future of the profession.

One of the greatest pleasures of the role has been meeting members at regional and branch events across the UK. Wherever I have been, many of the same issues have come up, from training and recruitment to workforce pressures and professional recognition. These conversations have reminded me how much knowledge, commitment and good practice exists across our membership.

## LOOKING FORWARD

As I look ahead, I hope to see the IBMS continue to go from strength to strength as the leading professional body for biomedical science.

In 2026, I will continue to support the Institute as Past President and will work with Sarah Pitt as she begins her presidency. Sarah is passionate about biomedical science and committed to the profession, and I am delighted to be handing over to someone who will bring such energy and dedication to the role.

I would like to thank IBMS Chief Executive David Wells and all the staff at the IBMS who have supported me throughout my presidency.

Most of all, thank you to our members for everything you do for biomedical science and for patients. I would encourage every member to take every opportunity to get involved with the IBMS. You never know where it might lead.

*Joanna Andrew*

**Joanna Andrew**  
IBMS Past President



# Introduction from our Chief Executive

Congress was one of the defining moments of 2025, bringing the profession together to share knowledge, discuss the future of biomedical science and celebrate the work taking place across our profession. Strong feedback from delegates and suppliers highlighted the value of creating spaces where biomedical scientists can connect, learn and be heard.

Congress also saw the launch of the IBMS Learning Lab van: a mobile hub of interactive resources and activities designed to showcase the vital role of biomedical science. The Learning Lab is part of our commitment to inspire the next generation of biomedical scientists and help the public better understand the profession. It will visit communities, schools and events across the UK throughout 2026.

Harvey Bear also made his first appearance at Congress, helping us highlight Harvey's Lab Tours and the difference they make to families. These tours give children, young people and their families a better understanding of what happens in laboratories, while connecting them with the biomedical science community in a positive and memorable way.

## MAINTAINING THE VOICE OF THE PROFESSION

One of the biggest challenges in 2025 was making sure pathology remained firmly on the agenda. With the UK government dissolving NHS England and bringing the NHS more directly under the Department of Health and Social Care, the health system is entering a period of significant change. At times like this, it is

vital that biomedical scientists are not allowed to become an invisible workforce.

Since the pandemic, we have worked hard to strengthen the profession's voice. In 2025, this included contributing to the 10 Year Health Plan for England through formal responses, policy briefings and discussions with ministers, parliamentarians and officials. It was encouraging to see pathology's essential role recognised within the plan's wider vision for transforming health and care.

We also know the pressures facing members and laboratories. Financial constraints across the NHS continue to affect workforce numbers and access to training. We will continue to make the case for investment in biomedical science because safe, effective and modern healthcare depends on properly supported pathology services and the people who deliver them.

## SUPPORTING OUR MEMBERS

In 2025, we developed new qualifications to help members respond to the evolving nature of pathology, including the Point-of-Care Testing Specialist Portfolio. We also modernised our IT systems to make sure the IBMS is fit for the future and able to support members more effectively.

The IBMS exists to support and represent its members, and your views help shape the work we do. In 2026, we will be running a member survey, and I encourage as many members as possible to take part.



**David Wells**  
IBMS Chief Executive



# Highlights of 2025

We're proud to share some of our highlights from 2025.



Over **4000** delegates attended IBMS Congress 2025, which included 20 different lecture programmes and more than **350** lectures. Delegates took their knowledge back to their workplaces, including more information about the value of biomedical science, shared learning and best practice.

We provided **£17,310** of funding to teams running over **320** Biomedical Science Day events in June, raising awareness of the profession.

We launched a new website in 2025 with an IBMS Accredited university courses directory ([www.ibms.org/accredited-degree-courses/](http://www.ibms.org/accredited-degree-courses/)). People can use the directory to make informed decisions about their careers and become registered biomedical scientists with the Health and Care Professions Council (HCPC).

We strengthened the evidence base for transforming pathology services by commissioning Lord Patrick Carter to lead an independent UK-wide review ([www.ibms.org/carterpathologyreview/](http://www.ibms.org/carterpathologyreview/)). This review of pathology services will provide a clear baseline for the workforce, meaning future decisions will be grounded in robust, comparable data.

Working with partners, we produced a number of white papers [www.ibms.org/whitepapers/](http://www.ibms.org/whitepapers/) with practical recommendations to strengthen diagnostics and improve outcomes for patients. These included the Power of Testing, which is about investing in *in vitro* diagnostics to detect disease, conditions and infections.

Members of the Point-of-Care Testing (POCT) Specialist Advisory Panel created a new Specialist Portfolio to support members in this growing area of biomedical science. There are now more members working in POCT.

We grew our mentoring scheme with **184** members now registered as mentors and **545** as mentees. The scheme provides guidance and support to less experienced members, helping them to develop their careers.



# How we help our members

In this section, we report back on our strategic aims so you can see the difference we made in 2025, based on what we said we'd do. Our impact is focused on supporting, promoting and progressing members.

## PART ONE: BUILD UPON OUR EXPERIENCE AND EXPERTISE

### Aim 1

- One of the biggest challenges in 2025 was making sure pathology remained firmly on the agenda. With the UK government dissolving NHS England and bringing the NHS more directly under the Department of Health and Social Care, the health system is entering a period of significant change. At times like this, it is vital that biomedical scientists are not allowed to become an invisible workforce.
- We launched a new website in 2025 with an IBMS Accredited university courses directory. Completing an IBMS Accredited BSc (Hons) degree ensures candidates meet the academic requirements to become registered biomedical scientists with the Health and Care Professions Council (HCPC). By using the directory, people can find out which universities offer an IBMS Accredited degree and make informed decisions about their careers.

→ **Have a look at our IBMS Accredited university course directory: [www.ibms.org/accredited-degree-courses/](http://www.ibms.org/accredited-degree-courses/)**

## CASE STUDY

The benefits of an IBMS Accredited course and being an eStudent member

Christy Bino is an IBMS eStudent member who says that joining the biomedical science apprenticeship programme was one of the best decisions she has made. She completed her course at Nottingham Trent University and is now working at the Royal Preston Hospital in Lancashire.

**“Completing an IBMS Accredited course helped me build a strong foundation for what’s expected in a professional environment. I built key skills and became competent in all the HCPC standards that were integrated into the course.**

**There were times when I found things difficult but we had such an amazing course team, including tutors, course and module leads, plus training officers and other support systems. They helped me get through those challenges.**

**As I did an IBMS Accredited apprenticeship, I won’t need to do a top up on any modules. I can graduate with both the experience and HCPC registration.**

**All the modules are curated in a way that means they can act as evidence for your IBMS registration training portfolio. My laboratory experience also played a role in increasing my chances of being valued by employers.**

**Being an e-student member has given me access to the most relevant information about current developments in biomedical science as well as opportunities to network with other professionals and attend Continuing Professional Development (CPD) events. They broaden your understanding of the various disciplines of biomedical science.”**



## HOW WE HELP



### Aim 2

- ◆ **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.**
  - ◆ Our mentoring scheme grew, with 184 members now registered as mentors and 545 as mentees. The number of mentors increased by nearly 6% in 2025 compared to 2024 and mentees increased by over 13%. The mentoring involves an experienced member of the IBMS (mentor) providing consistent guidance and practical help to a less experienced member (mentee). This is supporting members to develop their careers in biomedical science.
- “I found the session with my mentor to be incredibly informative and helpful in clarifying the different routes available towards achieving biomedical scientist equivalence. My mentor provided very useful resources. I especially appreciated the practical advice around the training lab accreditation process for the IBMS. This gave me a much clearer understanding of the steps involved and potential timelines.”**
- Darshana Patel**, an IBMS member who took part in the mentoring scheme in 2025
- ◆ We processed and approved **165** training approval applications in 2025, a **7%** increase from 2024. Laboratories must have training approval for biomedical scientists and laboratory support staff to complete a variety of qualifications. Training approval is required for all staff, students or apprentices to become qualified biomedical scientists.
  - ◆ We continue to increase numbers of verifiers to assess registration training portfolios and examiners across all specialist portfolio areas.

- ◆ This means more biomedical scientists can be assessed in their clinical specialism and are able to advance their careers.
- ◆ We onboarded **1189** learners to use our virtual learning environment (VLE), Brightspace, to start their portfolios for the specialist diplomas. We ran webinars throughout 2025 for candidates, examiners and training officers to support them with using the VLE.
- ◆ We trained **94** specialist portfolio examiners in 2025 to assess the updated Version 5 portfolios effectively.
- ◆ We delivered eight online training events to support people completing the Higher Specialist Diploma (HSD), with topics including: how to complete the portfolio, exam support and discipline-specific content. **53** candidates sat the HSD and **45** were successful.
- ◆ **257** candidates passed the Certificate of Expert Practice qualification, including **76** in quality management and **65** in training. These qualifications support members to progress their careers and do other IBMS qualifications.
- ◆ Submissions to our publication the British Journal of Biomedical Science increased significantly in 2025, with **222** submissions (39% higher than 2024). Special Issues continued to perform strongly, with 64% of accepted articles contributing to these collections.



- ◆ We distributed over **£70,000** to support training for dissection, reporting cytology, and HSD qualifications. This funding was part of a wider £1 million awarded by Health Education England in 2020 to fund IBMS qualifications between 2021 and 2025.

**“The IBMS has supported my career progression, providing access to qualifications like the HSD and keeping me up to date with developments in biomedical science. They provide CPD activities and help maintain high professional standards. I went to Congress in 2025 and got to interact with other members, as well as people from universities and companies that showed products we currently use in the lab. I could see their latest models and how they could improve patient care. Every month, I get the IBMS magazine, which updates you about developments in the field.”**

**Kathryn Pritchard**, a biomedical scientist at Nottingham University Hospitals NHS Trust

### Aim 3

- ◆ **Promote our highest qualifications, widening the disciplines that these are available in and increasing the numbers of our members accessing them.**
- ◆ A revised version of the Advanced Specialist Diploma (ASD) in Ophthalmic Pathology is supporting biomedical scientists to showcase the knowledge and skills necessary for dissecting and reporting selected ophthalmic pathology samples (tissue or fluid specimens taken from the eye and its surrounding structures). Achieving this qualification allows members to: upgrade to become a Fellow of the IBMS; independently describe, dissect and interpret ophthalmic pathology samples; and take on consultant roles.

- ◆ Members are now able to specialise in gynaecological, lung, upper gastrointestinal, and head and neck pathology, thanks to our revised ASD in Histological Dissection. ASD qualifications are aimed at senior members of the profession, consolidating expertise and giving biomedical scientists the ability and opportunity to undertake roles commensurate with consultant roles in the specialist area. If more biomedical scientists do these qualifications and take on roles, it will take pressure off medical consultants, reducing testing times and leading to faster diagnosis and treatment for patients.
- ◆ We launched a new specialist portfolio in Rapid On-Site Evaluation (ROSE). It’s for members completing evaluations of cytological samples in ROSE clinics, which offer fast analysis. The ROSE module is available to members working in an IBMS-approved laboratory for post-registration training.
- ◆ The number of biomedical scientists working in Point-of-Care Testing (POCT) is increasing. This is why we set up a POCT Specialist Advisory Panel to create a new Specialist Portfolio in POCT. This portfolio was launched in March 2025 and is supporting members to develop their skills in POCT. Training more biomedical scientists in POCT could reduce turnaround times for testing, providing faster diagnoses and treatment for patients.
- ◆ Our campaign promoting IBMS qualifications explained how they can help members to progress their careers, increasing people’s understanding of the different options available to them. The campaign included three videos, which we shared on social media, in our newsletters and on our website. We also developed the qualifications section on our new website. The aim is to make our qualifications easier to understand and access.

➔ **Find out more about IBMS qualifications and what they involve: [www.ibms.org/qualifications](http://www.ibms.org/qualifications)**



## PART TWO: BUILD AND DEVELOP OUR FUTURE

### Aim 1

- ◆ **Promote our profile post-pandemic, to develop a policy and engagement capability at government level for each of the four nations.**
- ◆ We responded to key government consultations on major structural reforms, identifying opportunities to influence how changes are put into practice. This included the: proposed abolition of NHS England; reform of elective care; National Cancer Plan for England; and the Life Sciences Sector Plan, which outlines the UK government's strategy to make the four nations an attractive place to develop and deliver new treatments.
- ◆ The UK Government plans to reform the health system through the *10 Year Health Plan for England* ([www.ibms.org/nhs-ten-year-plan/](http://www.ibms.org/nhs-ten-year-plan/)). To influence the plan, we: submitted formal responses to calls for evidence; developed policy briefings; and spoke to ministers, parliamentarians and officials. Our aim was to position biomedical science at the centre of diagnostics policy across the four nations. The plan, published in July 2025, included moving diagnostics closer to patients through "Neighbourhood Health Services". In response, as diagnostic services expand into communities and embrace new technologies, we shared that it is vital they are delivered by a well-trained, regulated and empowered biomedical workforce.
- ◆ By strengthening our relationship with key parliamentarians, ministers and officials, we are increasing our ability to influence policy across the UK. We did this through: targeted meetings; parliamentary drop-ins at Westminster; organising activities at the Labour Party Conference and the Welsh Labour Conference; supporting Biomedical Science Day events in Holyrood and the Senedd; organising laboratory visits for MPs; and engaging with select committees.



- ◆ We strengthened the evidence base for transforming pathology services by commissioning Lord Patrick Carter to lead an independent UK-wide review ([www.ibms.org/carterpathologyreview/](http://www.ibms.org/carterpathologyreview/)). This review of pathology services will provide a clear baseline for the workforce, meaning future decisions will be grounded in robust, comparable data. We are working in partnership with other healthcare professional bodies to engage pathology services and evaluate the findings, which will be published in June 2026.
- ◆ It's essential that we learn from the lessons of the COVID-19 pandemic. This is why we were involved in Exercise PEGASUS, the largest simulation of a pandemic in UK history, which took place between September and November 2025. We met with and briefed senior officials and followed up with the UK Government committee that handles matters of national emergency or major disruption, called the Cabinet Office Briefing Room (COBR) or COBRA meeting. We also responded to the Covid-19 Inquiry by providing information on preparedness, governance and decision-making.

- Our expert roundtable discussions brought together partners with cross-sector expertise to address challenges across diagnostic pathways, testing capacity and delivering services. The output of the roundtables were white papers, which provide practical recommendations that will strengthen diagnostics and improve outcomes for patients. The white papers included:
  - *The Power of Testing* ([www.ibms.org/the-power-of-testing/](http://www.ibms.org/the-power-of-testing/)), which is about prioritising investment in *in-vitro* diagnostics that can detect disease, conditions and infections. We partnered with Roche Diagnostics to publish the report, with support from the Royal College of Pathologists and the Association for Laboratory Medicine.
  - *Lost in the Bloodstream – A Holistic Approach to Blood Culture Improvement* ([www.ibms.org/holistic-approach-to-blood-culture-improvement/](http://www.ibms.org/holistic-approach-to-blood-culture-improvement/)), which shares recommendations to improve blood culture testing and reduce risks for patients. This was produced with medical technology company BD and PLMR Healthcomms, a communications and public affairs agency specialising in healthcare.
  - *Earlier Diagnostics: Innovation* ([www.ibms.org/early-diagnostics/](http://www.ibms.org/early-diagnostics/)), which outlines an approach for future-proofing diagnostic services, produced with PA Consulting, a management consultancy.
  - An evening reception for Biomedical Science Day in June took place at the Scottish Parliament in Edinburgh. It brought together IBMS members, political supporters and healthcare professionals to mark the occasion in Holyrood and raise awareness of the value of the profession. The event was hosted by Dr Sandesh Gulhane MSP and featured speeches, including from Professor Catherine Ross, Chief Scientific Officer for Scotland.



## HOW WE HELP

### CASE STUDY

**“Making sure quality standards are perfect so patient care is gold standard”**

For the last eight years, Kathryn Pritchard has been a biomedical scientist at Nottingham University Hospitals NHS Trust, mainly in the haematology and blood transfusion department. In 2024, she got the highest mark out of all of the candidates sitting the Higher Specialist Diploma (HSD) in Haematology exam. This earned Kathryn the Company Member’s Prize, which was presented to her at our AGM in 2025. She shares what she learned from the qualification.

“It was a massive surprise to open an email from the IBMS saying I’d won the Company Member’s Prize. I can be a little bit hard on myself, so winning, and accepting the award at the AGM, made me feel proud.

My training officer, who gave me lots of support to do the HSD, suggested that I do the qualification as she understood where I wanted to go with my career. I wanted to challenge myself and progress into a more senior role. I also wanted to: deepen my specialist knowledge; develop greater confidence in interpreting complex cases; and know what senior biomedical scientist duties are in relation to compliance.

### What Kathryn learnt

I thought about doing a Master’s but it’s a lot of money and I didn’t want to go back to university. An HSD was a good fit for me. It took a year and gave me practical experience.

It was challenging at times to balance studying with a full-time job. But it was very rewarding because I immediately applied what I learnt, providing support for my colleagues and seniors. Good time management and support from colleagues made a big difference.

The qualification strengthened my theoretical knowledge and practical competence. It improved my understanding of assays and interpretation of abnormal results. I could recognise clinical findings more confidently. It also reinforced best practices in quality assurance and laboratory standards. I was able to take an active role in supporting audit processes because I can provide a deeper clinical context behind laboratory findings rather than just procedural guidance.

### Support from the IBMS

The most crucial support from the IBMS was discipline-specific online sessions where we got to speak to examiners about how to approach exam questions. They also have a study guide, submission guidelines, example case studies and presentations.

Now, I approach work more systematically and with greater confidence. I’m more involved in teaching and mentoring colleagues and I contribute to service improvements.

I’d recommend doing an HSD. It gives you practical knowledge of how to perform specific duties to become a senior biomedical scientist. You also learn more about making sure quality standards are perfect so patient care is at a gold standard.”



## Aim 2

- Progress the numbers and range of members that the IBMS attracts, within the UK and globally.
- It's important that the biomedical science workforce is as diverse as the population it supports to help deliver more equitable healthcare. Since 2017, the IBMS has used the Science Council Diversity and Inclusion Progression Framework to track its progress on Equity, Diversity and Inclusion (EDI). In July 2025, the Science Council published our progress against this framework. We improved across all 10 assessed areas since the previous review. For example:
  - Education and training emerged as our highest-performing area within the framework, reflecting the strength of our inclusive approach to developing the biomedical science workforce.
  - We established strong governance and commitment from leadership on EDI with an EDI Working Group and named trustee who is responsible for EDI.
  - EDI is regularly discussed at committee meetings and is on every Council agenda.
  - We include a range of EDI topics in our membership magazine *Biomedical Scientist* and in regular webinars and events.





- Delegates could choose from more than **350** lectures, plus seminars, workshops and drop-in sessions related to the theme "Linking Learning to the Laboratory". Students attended a dedicated programme to get the latest information on careers, and finding employment and lab placements in biomedical science.
- Congress offered an opportunity to share knowledge, explore new ideas and connect with colleagues, providing practical insights that delegates can apply in their workplace. Over **100** leading diagnostic companies and service providers showcased the latest technologies and developments at the 4-day event, which was held at the International Conference Centre in Birmingham in September 2025.

### Aim 3

- Support the understanding of the benefit of the profession and how biomedical science delivers to society.**
- Over **4000** delegates attended IBMS Congress 2025, which shares the benefits biomedical science offers society. Delegates could learn from and take part in 20 lecture programmes on a variety of topics. The academic programme was a new addition to the event and was designed to bring together leading educators and researchers to explore the latest advancements in biomedical science education and practice. It also benefited biomedical scientists, students and industry leaders from across the UK and beyond who attended.
- The History Committee posters displayed at Congress 2025 traced the long history of morbid anatomy and cellular pathology. From activity during the 17th, 18th and early 19th century, the poster topics evolved to cover microtomy, interesting aspects of staining, leading on to developments in immunohistochemical methods, and finally a look at early cytology and developments in screening for cancer.



## CASE STUDY

### Sharing patient perspectives at Congress 2025

Phillipa Burns, a consultant clinical scientist working in medical microbiology at Hull University Teaching Hospitals NHS Trust, is part of the IBMS Specialist Advisory Panel for medical microbiology. This is one of 12 panels that specialise in different disciplines. Here, she talks about how the medical microbiology panel organised patient speakers as part of the programme for Congress.



“A highlight of this year’s Congress was listening to two patients who eloquently described their journey with infections and how they struggled to recover. It was incredibly humbling for the audience to hear the devastating impact infections can have on a person’s life.

One of the speakers was a patient from South Africa, who gave an international perspective on antimicrobial resistance. She talked about going through years of facial reconstructive surgery after methicillin-resistant *Staphylococcus aureus* (MRSA) got into her wounds following a car accident.

The IBMS Specialist Advisory Panel for medical microbiology organised the two patient speakers. It was the first time the panel had patient speakers with no prior knowledge of the lab or understanding of the medical field. It’s vital that we give members a chance to hear from speakers who’ve been affected by the samples that we process and the work that we do.

### Supporting careers in medical microbiology

The IBMS Specialist Panel for medical microbiology is a collection of individuals working in the field. Our focus is to make sure biomedical scientists working in medical microbiology are as prepared as they can be for a future-proofed career. This includes reviewing existing qualifications, exploring and developing brand new ones, and assessing the work that members produce as part of their studies.

As well as looking at qualifications, we meet to organise the medical microbiology programme for Congress, including planning talks and arranging speakers. We organised a session in 2025 where delegates could speak to us – the panel – about the new Specialist Portfolio in medical microbiology and other relevant qualifications. It was a way for people to give live feedback on areas of the qualifications they find particularly challenging to complete. It was also a chance to get their feedback on Congress and the programme.

### Getting involved with the panels

I would absolutely recommend that people look at joining one of the IBMS Specialist Advisory Panels. Part of the requirements for being on a panel is taking part in Congress, whether it’s leading the relevant programme, chairing a session or preparing a poster selection. I was one of the leads this year and my job was to make sure everything was running smoothly and speakers were confident and happy. I was fortunate to chair a couple of sessions as well. It’s a privilege to introduce somebody who has given up their time to write and deliver a presentation and to see the response on people’s faces in the audience. It’s a real honour and I truly enjoy doing it.”



## HOW WE HELP



- Over **320** events took place across the UK on Biomedical Science Day in June. We sent out event packs containing promotional material about the IBMS and provided **£17,310** of funding to teams running activities that celebrate the day. Most events were held in public areas in hospitals, with biomedical scientists and laboratory teams setting up displays to raise awareness of the profession. They also ran in schools and community venues. On social media, #BiomedicalScienceDay2025 and #AtTheHeartOfHealthcare trended across X, Instagram and LinkedIn, with hundreds of teams sharing their displays, activities and team pride.
- Our popular Harvey's Lab Tours expanded to more than **70** UK hospital laboratories in cities including Bristol, Glasgow and Sheffield. One of the reasons for the increase is because we're a point of contact for patients. We get in touch with hospitals not running tours when we get requests from patients to join one. The tours give young patients and their families a chance to step behind the laboratory doors and see first-hand what happens to their samples thanks to biomedical scientists.
- A tour of the laboratory can transform how they view their healthcare and understand biomedical science. For biomedical scientists, meeting the patients behind the samples brings a human connection to their work. Harvey Bear, the mascot for the tours, made his first appearance at IBMS Congress 2025, helping us share the story of Harvey's Lab Tours with the biomedical science community.

## CASE STUDY

**"Children are less worried and appointments take less time"**

Since April 2019, Gayle Johnstone, a specialist biomedical scientist in the blood science department at Dumfries and Galloway Royal Infirmary, has led 35 Harvey's Lab Tours with children from 4 to 17. This year, Gayle and her team in Dumfries were honoured for this achievement, winning Harvey's Lab Tour of the Year and Overall Winner at our annual IBMS Awards. Gayle shares the impact the tours have made.

**"It's been a whirlwind year with everything that has happened because of Harvey's Lab Tours. Winning the IBMS Awards was one of the best moments of my life."**

**I didn't realise we'd made the shortlist for Biomedical Science Champion. When I looked at the screen at the event, I saw 10-year-old Finn, who came on one of our tours, talking about me in a video. It was a clip from a video we were involved in making to promote Harvey's Lab Tours. I cried because I couldn't believe we'd won. It was absolutely amazing.**

**I was happy to help the IBMS put together resources for other hospitals to run tours because they're so important. They can use the template pre-tour questionnaire, which helps you to find out more about the child, their fears and what they want to learn. There's also tips for running tours and ideas for fun things to do.**



being able to picture their whole healthcare pathway. We're often the forgotten profession but some children leave the tour wanting to be a biomedical scientist.

### Giving children some control

The tours give the children some control over what is happening by empowering them with knowledge. I had a childhood illness myself and know how important that sense of control is. Everything was told to my parents.

The lab team love doing the tours. We don't usually get to put a face to a blood sample and yet may have been involved in the diagnosis of a child. To see how the child is progressing is fantastic.

It's amazing that more hospitals ran tours in 2025. I hope that hearing about the impact they could have helps more biomedical scientists to have the confidence to get involved."

### From fear to excitement

We always follow the journey of the child's blood sample so they can envisage it. Their blood may arrive in the hospital's pod system from the children's ward. So, we send a note up to the ward in the pod system, with a squishy penguin toy. The team there send a lovely message back.

We make it fun. When they look down a microscope at a blood film we ask the children: "Can you spot emojis or animals in the white blood cells?"

A doctor asked to come on our last tour to understand what we're doing. He had seen the change in children at appointments. Appointments take less time because there's less angst, less worry and fewer tears about having blood taken.

We see a complete change in the children on the tours, from fear to excitement. They love to take their lab coat away and leave



Find out more about Harvey's Lab Tours, visit:

[www.harveyslabtours.com](http://www.harveyslabtours.com)



## AWARDS 2025



### AWARDS FOR OUR MEMBERS

From the IBMS Awards to the Mary MacDonald Bursary, our members were recognised in 2025 for the incredible work they do.

Each year, we present members with awards to celebrate the outstanding achievements of the biomedical science profession. We also nominate our members for external award schemes to raise the profile of biomedical scientists in healthcare.

Here are some of the highlights from 2025:

- ◆ For the second year running, we hosted the IBMS Awards to recognise some of the most inspiring professionals in biomedical science. We gave out **12** awards, including ones for public engagement, training and development, and research, innovation and technology.
- ◆ Our panel awarded **27** IBMS members the Jen Johnson Bursary to attend Congress 2025. We awarded **£22,429** in bursaries to support members to cover the costs of going to the event, including delegate fees, accommodation and travel.
- ◆ We presented Life Membership awards to **2** members and awarded an Honorary Fellowship to **1** person.
- ◆ We recognised **46** members for **50** years of membership with the IBMS.
- ◆ We nominated our members for external awards, such as the Advancing Healthcare Awards, which raises awareness of the role of biomedical science within healthcare.

→ See the full list award winners at:  
[www.ibms.org/annualreport2026/](http://www.ibms.org/annualreport2026/)

### AWARDS FOR THE IBMS

This year, our communications team won two awards: a Memcom Excellence Award for Best Magazine Relaunch and an Advancing Healthcare Award for our national Biomedical Science Day campaign. This has helped to raise the profile of the IBMS and the profession.



## LOOKING AHEAD

In 2026, we will continue to deliver for our members by focusing on three core areas: support, progress and promote.

### Support

We will:

- ◆ Run a programme of webinars on our Support Hub, helping members to navigate key workplace and training challenges. Topics will include: using artificial intelligence in education; what evidence should be included in the Registration Training Portfolio; supporting placement students; and addressing mental health, wellbeing and imposter syndrome in the workplace.
- ◆ Launch a new online system for members to join the IBMS and access support. This will improve the membership application process, making it easier for people to access IBMS support as soon as they become a member.
- ◆ Carry out a comprehensive membership survey to gather insight and feedback, so our services continue to reflect the needs and priorities of our members.
- ◆ Complete the Science Council Licence Review to ensure we meet the standards for awarding professional titles in science. This will reinforce our commitment to high professional standards and continuous improvement.

### Progress

We will:

- ◆ Launch the new Advanced Specialist Diploma (ASD) in Placental Histopathology Reporting to support biomedical scientists to work in paediatric histopathology and report on samples. There is a worldwide shortage of paediatric histopathology pathologists who can diagnose diseases early, so we want to increase the number of biomedical scientist consultants working in this area.
- ◆ Continue to develop Diploma of Expert Practice (DEP) qualifications in Red Blood Cell Disorders and Haemostasis and Thrombosis. These two qualifications will complement the existing DEP in Routine Haematology. DEP qualifications are for biomedical scientists who want to take on advanced clinical practice roles.
- ◆ Introduce version 5 of the Histocompatibility and Immunogenetics Specialist Portfolio, while updating existing portfolios to allow more biomedical scientists to complete Specialist Diploma qualifications. We are looking at adding Infection Science as a clinical option for the genomics and molecular pathology portfolio and the possibility of metabolic modules being integrated within the chemistry portfolio. This will allow candidates who work in areas where there are currently no portfolios the option to complete a Specialist Portfolio.
- ◆ Move into the next phase of our IT transformation project, which will focus on enhancing members' experience of managing their membership online. This includes streamlining and automating processes so members can apply and pay for membership and qualifications themselves.
- ◆ Use insights from our membership survey to shape and develop our qualifications, services and IT systems to meet the needs of members.



## HOW WE HELP



### Promote

We will:

- ◆ Mark 10 years of Biomedical Science Day with an enhanced programme of communications and activity to support members to deliver events across the UK. This will increase awareness of the profession with members of the public.
- ◆ Expand the reach and use of the IBMS Learning Lab van to increase awareness of biomedical science in schools, communities and with the public.
- ◆ Promote Harvey's Lab Tours to raise visibility and encourage more laboratories to take part. This includes producing more resources, such as a guide to setting up and running the tours, risk assessment templates and activity examples, to support laboratories to run tours. This will create more opportunities for members to engage patients, families and the public.
- ◆ Commission new research exploring the impact of biomedical scientists working within maternity care, highlighting their role in supporting patients on this pathway. This follows the publication of an independent report from economics and finance consultancy Oxera in 2024. It showed that biomedical scientists working in bowel cancer care will save the NHS up to £571 million annually.
- ◆ Use the findings and recommendations of the independent UK-wide pathology review led by Lord Patrick Carter to shape our policy work and influence future debate on biomedical science services.



## OUR STRATEGY FOR 2026 TO 2029

Our strategy for 2026 to 2029 will build on the success of our previous strategy.

To read more about the new strategy, please visit:

→ [www.ibms.org/resource/ibms-strategy-2026-2029](https://www.ibms.org/resource/ibms-strategy-2026-2029)

# Our finances

21

## FINANCES

### Consolidated statement of financial activities for the year end 31 December 2025

(incorporating the income and expenditure account)

#### Income from:

##### Charitable activities

Subscriptions	2,449,855	-	2,449,855	2,364,497
Qualifications	434,843	82,840	517,683	688,180
Portfolios, assessments and accreditations	481,148	-	481,148	416,181
Publications	5,503	-	5,503	3,860
Regions, branches and discussion groups	18,693	-	18,693	120,071
Other income	20	-	20	21,535

##### Congress and other trading activities

	1,953,702	-	1,953,702	28,655
--	-----------	---	-----------	--------

##### Investments

Listed investment income	135,342	-	135,342	119,722
Property rental	67,266	-	67,266	63,263
Bank interest	91,705	-	91,705	142,017

#### Total Income

	5,638,077	82,840	5,720,917	3,967,981
--	-----------	--------	-----------	-----------

#### Expenditure on:

##### Raising funds

Congress and other trading activities	1,365,041	-	1,365,041	151,687
Investment management fees	54,586	-	54,586	76,154

##### Charitable activities

Education, qualifications and registration	2,252,178	82,840	2,335,018	2,061,819
Publications	383,296	-	383,296	322,965
Regions and branches and discussion groups	101,172	-	101,172	213,979
Member events, representation and benefits	2,643,132	-	2,643,132	1,673,020
Grants and prizes	700,243	-	700,243	312,801

#### Total expenditure

	7,499,648	82,840	7,582,488	4,812,425
--	-----------	--------	-----------	-----------

Net gains/(losses) on investments

	958,268	-	958,268	993,623
--	---------	---	---------	---------

#### Net income / (expenditure)

	(903,303)	-	(903,303)	149,179
--	-----------	---	-----------	---------

#### Other recognised gains / (losses)

Gain/ (loss) on revaluation of investment property	30,000	-	30,000	50,000
--	--------	---	--------	--------

#### NET MOVEMENT IN FUNDS FOR THE YEAR

	(873,303)	-	(873,303)	199,179
--	-----------	---	-----------	---------

Total funds brought forward

	18,001,027	-	18,001,027	17,801,848
--	------------	---	------------	------------

#### Total funds carried forward

	17,127,724	-	17,127,724	18,001,027
--	------------	---	------------	------------

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





## Consolidated balance sheet as at 31 December 2025

	2025 £	2024 £
<b>Fixed Assets</b>		
Intangible assets	361,802	-
Tangible assets	1,139,071	1,237,638
Listed investments	12,408,011	12,405,810
Investment property	930,000	900,000
	<u>14,838,884</u>	<u>14,543,448</u>
<b>Current assets</b>		
Stock	2,300	4,181
Debtors	708,707	614,726
Listed investments – Money Market Deposits	17,567	1,880,743
Cash at bank and in hand	2,915,270	2,743,891
	<u>3,643,844</u>	<u>5,243,541</u>
<b>Creditors: amounts falling due within one year</b>	1,334,552	1,785,962
<b>Net current assets</b>	<u>2,309,292</u>	<u>3,457,579</u>
<b>Total assets less current liabilities</b>	17,148,176	18,001,027
<b>Creditors: amounts falling due after more than one year</b>	20,452	-
<b>Net assets</b>	<u>17,127,724</u>	<u>18,001,027</u>
<b>Unrestricted funds</b>		
Accumulated fund	13,732,281	15,414,947
Designated fund	14,854	36,992
Listed investment revaluation reserve	2,876,056	2,074,555
Investment property revaluation reserve	504,533	474,533
	<u>17,127,724</u>	<u>18,001,027</u>

The summarised accounts are a statement 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 accounts and the Council members' annual report should be consulted: copies of these can be viewed online at [www.ibms.org/annualreport2026/](http://www.ibms.org/annualreport2026/)

The full accounts have been subjected to external examination by an independent auditor and received an unqualified audit report. The full annual accounts were approved by the Council members on 24 April 2026 and have been submitted to Companies House.



## Benefits of 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)

“Being a member of the IBMS, you’ve got this huge organisation backing you as a scientist and 100% support behind you in your career and profession. There’s all of the resources that the IBMS produce, support with CPD, the *Biomedical Scientist* magazine and events that they put on, like Congress. It’s amazing to have been able to meet members of the IBMS through my involvement with Harvey’s Lab Tours. I feel like the IBMS values my voice as a scientist and I’m thankful for the opportunities I’ve had through them. They have a big place in my heart.”

**Gayle Johnstone**, specialist biomedical scientist at Dumfries and Galloway Royal Infirmary





**Call: +44 (0)20 7713 0214**

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

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

**Join us on Facebook: [/Biomedicalscience](https://www.facebook.com/Biomedicalscience)**

**Connect on LinkedIn:**

**[Institute of Biomedical Science](https://www.linkedin.com/company/institute-of-biomedical-science)**

**Follow us on Instagram: [@IBMSscience](https://www.instagram.com/IBMSscience)**

**Watch us on YouTube:**

**[InstituteofBiomedicalScience](https://www.youtube.com/InstituteofBiomedicalScience)**

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

All rights are reserved. © Institute of Biomedical Science 2026. The Institute of Biomedical Science is a company limited by guarantee registered in England, No. 377268, and a registered charity, No. 261926.