



Institute of
Biomedical Science

Support • Progress • Promote

Supporting our
members through
testing times

IBMS ANNUAL REPORT 2020





Advancing knowledge and setting standards in biomedical science

With over 21,000 members in 74 countries, the Institute of Biomedical Science (IBMS) is the leading professional body for scientists, support staff and students in the field of biomedical science.



For over 100 years we have been dedicated to the promotion, development and delivery of excellence in biomedical science within all aspects of healthcare, and to providing the highest standards of service to patients and the public.

OUR OBJECTIVES

SUPPORT

We provide members with professional standards and support that helps ensure safety, quality, well-being and peace of mind.

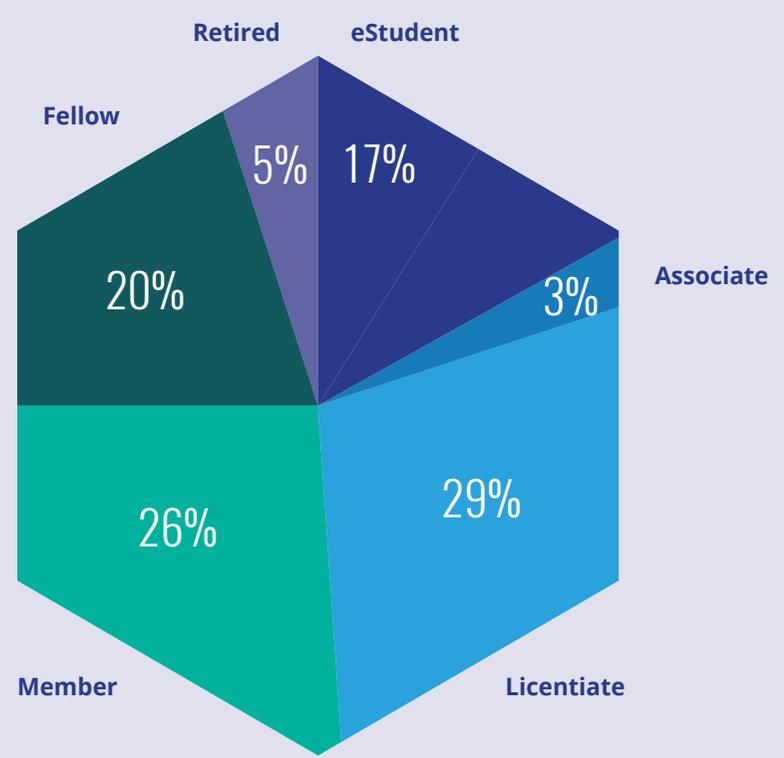
PROGRESS

We provide members with simple and seamless access to training, qualifications and knowledge to progress their careers and stay relevant as the profession changes.

PROMOTE

We will provide members with a strong, respected and progressive voice to promote the professions at all levels.

Percentage of members in each of the grades of membership



Membership

2020

74
company
members

3,797

new applications including
new eStudents, member
upgrades and member rejoins

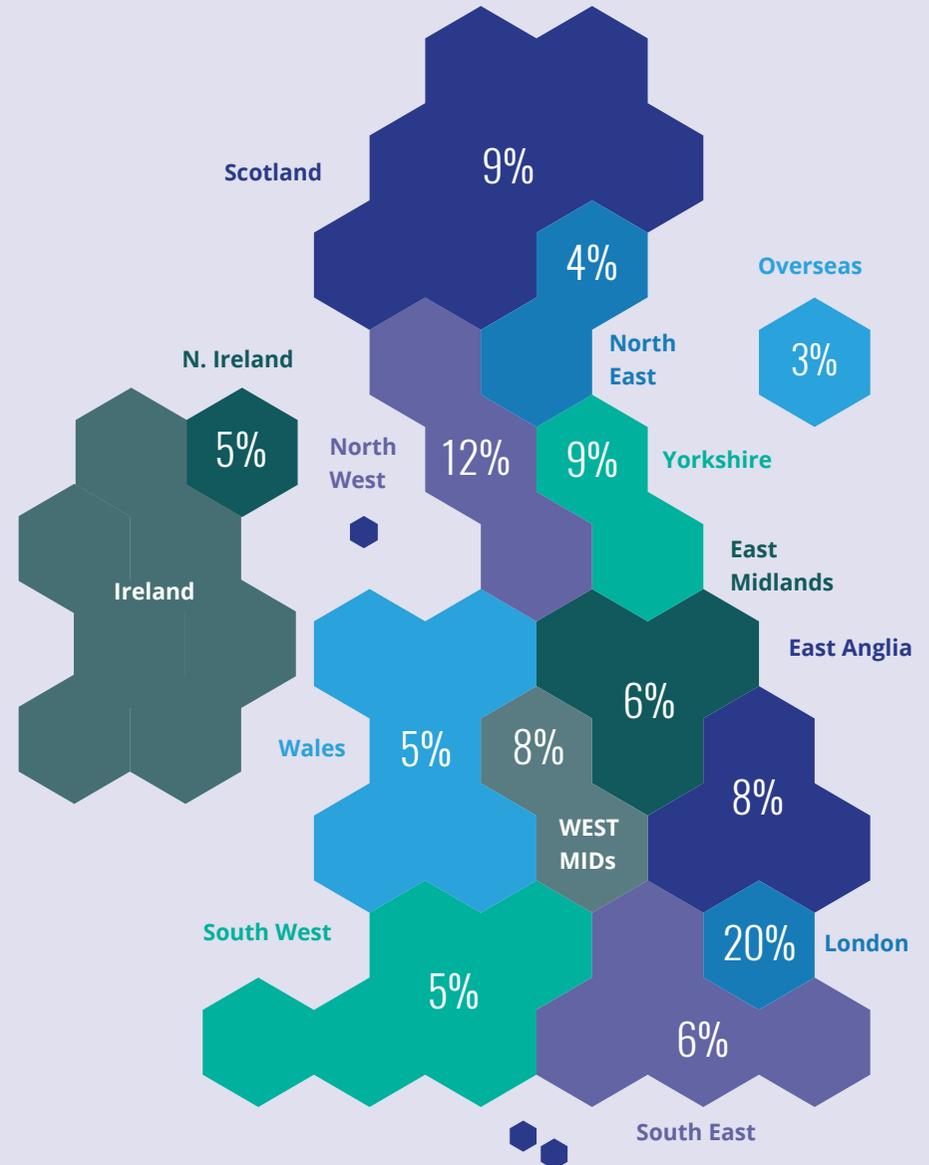


629

international members in
74 countries worldwide

Over
21,000
members

Where our members are (for map)





President's welcome

Following his inauguration in January 2020, IBMS President Professor Allan Wilson quickly became the spokesperson for the profession. As the outbreak of the COVID-19 pandemic led to a nationwide lockdown, the media focus shifted to testing following the UK government's aim to increase capacity at pace. Often being asked to appear on national and international news outlets to talk about the profession, Allan reflects on an extraordinary first year of his presidency.

"I could never have predicted how tumultuous the first year of my presidency was to be. My stated objective of focusing on advanced practice very quickly became a lesser priority as I had to quickly use my media training to deal with the large volume of press enquiries the IBMS received, ensuring our membership's concerns were raised in a wide range of media and political settings.

"As your President, I aimed to represent accurately the unique and challenging role you played in the struggle against the pandemic. I emphasised the complexity of what we do and the importance of IT connectivity, Health and Care Professions Council (HCPC) registration and ensuring high quality standards. I am certain that we now have increased public recognition through the extraordinary expertise and hard work that laboratory staff across the UK have demonstrated.

"The COVID-19 pandemic has had a colossal impact on the entire population of the UK and it has thrust the key work of biomedical scientists and laboratory staff into the spotlight. I can think of no other time where the words 'testing' and 'laboratory' were used so widely by the media and the public – everyone became an expert!

"The post-pandemic challenge will be to ensure we maintain our newly found high profile in the eyes of the media, politicians and public and to ensure that the laboratory service is prepared for the potential of a future pandemic. We must learn from the significant issues that have arisen from COVID-19 and apply that learning to develop a robust strategy for a future pandemic.

"As the country returns to 'business as usual' I would also like to return to my pre-pandemic objectives for my presidency. I have already been engaged in several projects that will expand the available opportunities for biomedical scientists and support clinical services that are struggling to cope with backlogs of patients. I am also looking forward to Congress 2022 and all that it will offer as a celebration of our profession and the vital work of our members."

A handwritten signature in blue ink, appearing to read 'Allan Wilson'.

Professor
Allan Wilson
IBMS President



Chief Executive's summary

Jill Rodney has retired as IBMS Chief Executive, with 2020 being her last full year in post. We look back at the decade-long tenure and the many successes she led over and key changes implemented.

Beginning her role at the IBMS in 2011, Jill's leadership has left a lasting legacy on the organisation and the profession. As a direct result of Jill's work, the IBMS expanded its advocacy work and enhanced training, education and qualifications to further support members' career development.

From the development of a new website to the first #IBMSChat on Twitter, Jill helped to modernise the way we communicate with members. She welcomed a fresh generation of members through the door with the introduction of eStudent-level membership. She helped appoint a new publisher for *The Biomedical Scientist*, which then went on to win 'Membership Magazine of the Year'. Jill also helped to launch and celebrate the first ever Biomedical Science Day – now in its fourth year and fully embraced by the profession.

Under Jill's watch, IBMS members at all levels of the profession were given more ways to develop and keep their practice current. New routes to registration were developed, qualifications were enhanced at every grade of membership, bursaries and awards were given to help members learn and attend Congress, professional services were kept relevant and up to date, and biomedical scientists began to see their roles expand into advanced practice.

In 2020, Jill expertly led the IBMS through the most difficult time in our history, helped to provide a strong and informed voice when it was most needed and ensured members' voices were heard on a national stage.



Jill helped to bring the IBMS into the 21st century and then made sure it was robust and adaptable enough to continue thriving without her.

We celebrate Jill's tenure leading the IBMS and wish her all the best wherever the road next takes her!

A handwritten signature in blue ink that reads "Jill Rodney". The signature is written in a cursive, flowing style.

Jill Rodney
IBMS Chief Executive





How we supported our members in 2020

COVID-19 resources and statements

In 2020, as the global pandemic took shape, the IBMS put together a range of resources on our website to support our members, at home and in workplaces, as well as for non-members who were looking to join the profession.

We collated and presented a range of activities for our members' mental health. This included hosting #IBMSChat's that focused on well-being, webinars to promote mindfulness and financial peace of mind, 24/7 access to a support helpline and regular surveys that sought to gain an insight into our members' concerns. During the first lockdown in March, in reaction to members seeking education provision for their children, Chief Executive Jill Rodney wrote a letter of support to explain the significance of their work in healthcare.

The IBMS also produced a series of statements for our members, to outline our position on the pandemic and the concerns of our members, as well as to offer advice and support to the government's testing and track and trace programmes. All of these were published on our website, promoted on social media and in newsletters to all members, as well as press released and circulated to a list of over 3000 journalists and politicians across the UK.

Other statements were issued to provide clarification and support to members regarding the use of personal protective equipment (PPE) in laboratories, highlight training and qualifications that were co-developed with the Royal College of Pathologists (RCPATH), and in response to the government's announcement to replace Public Health England (PHE) with the National Institute for Health Protection.

IBMS Fellow Ian Davies, Senior Lecturer in Biological and Biomedical Science at Staffordshire University, developed a COVID-19 Return to Practice programme, which the IBMS approved and promoted. The online course meant staff returning to practice had access to training on their regulatory responsibilities, ensuring they and their patients were protected from harm.

Consultation responses

Throughout the year the IBMS was asked to respond to consultations affecting biomedical science and the workforce:

Along with RCPATH, the National School of Healthcare Science in Health Education England (NSHCS in HEE), the Academy for Healthcare Science (ACHS) and the Manchester Academy of Healthcare Science Education (MAHSE) we co-produced a statement to broaden the eligibility criteria for the Higher Specialist Scientific Training (HSST) programme. IBMS President, Professor Allan Wilson commented: "The HSST programme will provide a route to consultant-level posts for biomedical scientists and recognises the breadth and depth of experience and clinical skills that exist within the profession. This new training route will improve patient pathways by the addition of experienced clinical experts to the currently stretched consultant capacity. This is tremendous news for biomedical scientists and healthcare in the UK."

Following discussions with NHS England, which began in 2015, the IBMS endorsed a consultation to enable biomedical scientists to supply and administer medicines using patient group directions. If approved, the plans will provide biomedical scientists the ability and tools to directly improve the quality and convenience of care they strive to give their patients.

**SUPPORTING
OUR MEMBERS'
CAREERS**

Proud to support diversity of our membership

The IBMS is proud of every member and seeks to support and promote everybody's role in biomedical science. In 2020, to celebrate LGBT (lesbian, gay, bisexual and transgender) History Month, IBMS Licentiate Abi Giles (pictured below) wrote a blog for our website to talk about her experience of coming out in the modern healthcare workplace.



In response to a member's request to highlight the Black Lives Matter campaign and show our support for our Black, Asian and minority ethnic (BAME) members, the IBMS invited members to contribute to an "Every member's voice" campaign. IBMS Licentiate Olivia Coffi and IBMS Fellows Dennis Heath and Rafia Al-Lamki (pictured right) wrote personal accounts of their experiences of working in biomedical science to highlight the need for greater understanding of the day-to-day issues of prejudice that many of our members face.



Support Hub

To help members' professional development and to provide more focused support for them, the IBMS developed a series of regular online support hubs. Offering regular "surgeries" to support members, the hubs address any challenges they face at work and help to offer them solutions. They are also used to help break down perceived barriers and reassure members that there are a great number of support mechanisms available to them.

Members have been praiseworthy with their feedback, commenting:

"Thank you for launching the support hub - it's really well thought out and incredibly useful. If I'm unable to attend any of the sessions in real time, due to work commitments, I can catch up retrospectively. It's a fantastic resource." — Jemma, IBMS Member

"These sessions are so useful and our students are getting a lot from them - so thank you to you and your team for organising them."
— Una, IBMS Fellow



Creating a new IBMS Branch

IBMS Fellow Aimee Pinnington (pictured left) works as a Biomedical Science Teaching Fellow at the University of Salford and as Specialist Biomedical Scientist at Royal Stoke University Hospital specialising in Haematology and Blood Transfusion. In 2020, she started up the North Staffordshire IBMS Branch, helping to connect the community of biomedical scientists in her region and inspiring the next generation of biomedical scientists.

Starting out

"I'd been thinking of starting the branch for a while, so the pandemic actually freed up my time in a way to get the branch up and running.

"At the meetings we average about 30-40 attendees, which I've been really pleased with. They've all been held online, which in some ways has allowed more members to attend – people with caring responsibilities or people who may otherwise be too busy to travel. We've also had some really positive feedback from some of the senior staff at the laboratories we're teaming up with, they really appreciate we're trying to set up this network and it's nice to have these open channels of communications with them. We've had quite a lot of students as well – it is so nice to see the next generation of biomedical scientists coming through and to see just how proactive they are.

"I started off as an IBMS eStudent member and have done so much with the IBMS since. My first real interaction was winning the President's Prize while at University then I completed my Specialist Portfolio and, most recently, I completed the Higher Specialist Diploma. I've previously been to IBMS Congress and

the Birmingham branch meetings – which was a huge reason for starting up the North Staffordshire branch. As part of my continuous professional development (CPD), I used to get on the train, go down to Birmingham, have the evening branch meetings there – I thought, why aren't we just doing this locally? I wanted these opportunities in our own area as well."

Creating new networks

"Branch meetings are a nice mix of CPD and professional networking and you get to link in with other laboratories and chat about what is going on in the profession. We have had some really interesting talks and speakers, so they are a good unifying experience for North Staffordshire members. The region has also had a lot of hospital and trust mergers in the past few years, so I think a lot of people were feeling apprehensive about moving hospitals. I thought that having branch meetings is a good way for people to know a friendly face and peoples' names when they move departments.

"Starting the branch was a confidence-building process. You have to reach out to a lot a different people and hope they support you, but if you get people on side, you have a good chance of it happening. I would encourage everyone to give it a go. We've had a lot of members joining us who don't have a branch in their own areas. The response in our case has been really positive and I think it would be a great experience for other members."



CASE STUDY

Providing specialist support through eLearning

In 2020, the IBMS conducted a small-scale pilot of a new digital professional learning service for its members. Five new learning modules were created and published on our new online learning management system. IBMS staff also created sample Journal Based Learning tests and a verifier training module to verify whether the platform could be used in future to support these. A group of 100 members representing a range of experience levels and geographic locations were invited to join the pilot and accessed the modules during August.

IBMS Member Kelly Walker (pictured right), a specialist in biochemistry and haematology at St James's University Hospital, Leeds, took part in the pilot scheme as it enabled her to enhance her knowledge and stay up to date with CPD during the pandemic.

"I agreed to take part in the pilot as I currently fill in my CPD online and am always interested in looking at online learning to enhance my theoretical knowledge and understanding in biomedical science."

"The pilot consisted of five bitesize modules, which included leadership and management reflective practice, explaining the categories for CPD and some histology-specific modules. I enjoyed the modules as they gave me some insight into a specialism that was not my own and refreshed my memory on how to carry out the reflective practice. Continuous learning is crucial as our profession is changing rapidly and keeping up to date with these changes is really important."



"The eLearning system was easy to access and the modules were great for a learning tool!"

Feedback from the pilot

Feedback received from other members involved in the pilot included:

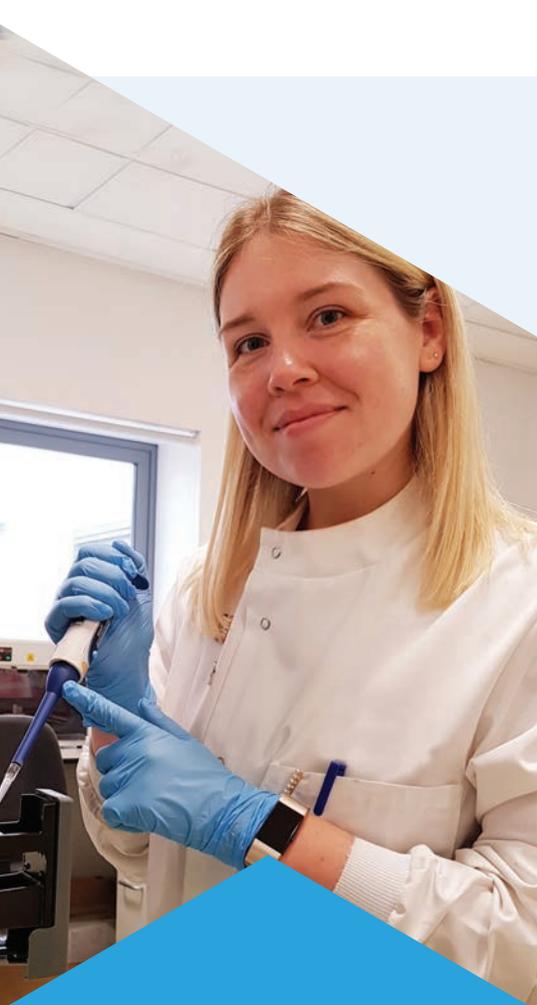
"I fully understand that it is a trial of a new CPD project but I think the early signs are very encouraging. The modules that are in place are of a very high quality and I look forward to seeing what content is released in the future."

"The content level was a good mix with some topics set at a more introductory level and others at a good refresher level. I think the way they were presented was excellent and I would be keen on using this platform going forwards. I would like to gain a basic knowledge of the other -ologies than the one I trained in and I think this platform would make that feasible."

Following the successful trial, the eLearning platform will be further developed during 2021 with an additional five short modules of CPD content to be added to the platform and consideration on modularising the existing IBMS portfolios."



CASE STUDY



How we provided resources for our members to progress their careers and helped progress the profession during the pandemic

Moving to virtual

In accordance with the UK government's COVID-19 advice last year, the IBMS took exceptional measures to ease the burden on pathology services. By moving external assessments of Registration and Specialist Portfolios online we were able to safeguard the health of our members whilst ensuring training and verifications could continue.

This made the verification process accessible to many more verifiers who had previously been unable to help and meant that we were able to allocate all verifications as the geographical limitations no longer applied. The results meant that candidates were able to apply for registration far more quickly as the portfolio is now reviewed beforehand and the tour undertaken remotely.

Cytology portfolios updated

In 2020, to better reflect the more focused services now provided by laboratories, the IBMS Cytology Advisory Panel reviewed and updated the cytology Specialist Portfolios. The changes also reflect the increasing role molecular-based techniques are playing across pathology as a whole and increasingly so within cytology.

The outcome of the review saw two new cytology portfolios in cervical and diagnostic cytology that evolved from the previous combined version. Additional elements were added to both fields to reflect the expansion of expected knowledge now required, most noticeable within the diagnostic cytology version.

Funding support for histopathology training

The IBMS and NSHCS in HEE announced new funding available to support scientists working in England to undertake IBMS/RCPATH histopathology qualifications.

The funding will have a direct and positive impact on IBMS members who enrolled, via the Pathology Network route, to undertake our exams programme. It also demonstrated a tremendous mark of confidence in the IBMS's professional exams and underlines their value in the training of scientists to undertake advanced and consultant roles.

**PROGRESSING
OUR MEMBERS'
CAREERS**

The Biomedical Scientist Live event

Delivered over four days in the Autumn of 2020, The Biomedical Scientist Live featured a packed line-up of knowledge-sharing sessions for members. As COVID-19 brought the profession into the spotlight, the online event presented learnings from the pandemic, shared latest research across a range of specialisms, and showcased cutting-edge technologies. Members who attended the free event are also able to access the website content and re-watch the presentation for up to 12 months.

"This is a great concept especially at a time like this. Such quick and forward thinking by the IBMS team. Now I have more materials to support my CPD." Olajumoke, IBMS Member

IBMS contributes to Parliamentary COVID-19 reports

In October 2020, following written evidence submitted by the IBMS, Professor Allan Wilson was invited to attend and give evidence at a COVID-19 hearing to a select committee of MPs and Members of the House of Lords. The All-Party Parliamentary Group (APPG), organised by March for Change, focused on the government's response to the coronavirus pandemic and issues with the Test and Trace system.

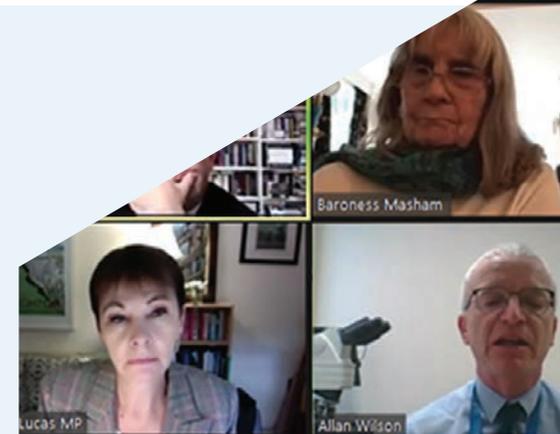
Following the committee meeting, the biggest review to date of the UK's response to coronavirus was published, urging the government to adopt a "Covid-Secure" exit strategy or risk a third spike in the New Year. The IBMS was listed as a key contributor in the report, which was press released and circulated to all Members of Parliament.

Submitted evidence from the IBMS was also included in a House of Commons briefing paper "Coronavirus: Testing for Covid-19", which was published for the public and the House of Commons. The House of Commons Library research service provides MPs and their staff with the impartial briefing and evidence base they need to do their work in scrutinising government, proposing legislation, and supporting constituents. With four references to the IBMS's position statements and press releases on the pandemic, it was clear that the IBMS had impacted government thinking.

A meeting with Lord Bethell

In April 2020, at the start of the government's plans to upscale COVID-19 testing, the IBMS wrote to the Secretary of State, Matt Hancock, offering support and advice. From the response later received from the office of Lord Bethell, the health minister responsible for testing supplies, it was apparent that the government had mistaken our intentions as those from a private testing company. Lord Sciven became aware of this and raised the issue in the House of Lords, directly asking Lord Bethell to meet with the IBMS, to which he agreed.

The meeting with Lord Bethell gave the IBMS an opportunity to directly offer our support and to raise the concerns of our members, including how the profession was close to exhaustion – working extreme hours to try and deliver 24-hour testing; and how laboratory staff across all disciplines were collaborating very closely to ensure that they could maximise capacity across the board. We also raised our company members' concerns around manufacturing test kits and the need to ensure a robust UK-based supply chain so that the UK can react more quickly in the event of another pandemic. Our message was clearly articulated and appeared to be understood and Lord Bethell and his team were receptive to our issues.



CASE STUDY



Iggy Mason

IBMS eStudent membership is designed to ensure that the next cohort of biomedical scientists have access to a range of resources to support their learning and give them information to keep up to date with biomedical science. The IBMS also supports accredited biomedical science university student groups, such as the University of West England's (UWE) Biomedical Science Society. As president of the society, Ignatius (Iggy) Mason (pictured left) discusses how the IBMS has supported him at university, during his placement at University Hospital Southampton in 2020, and the importance of completing the registration portfolio.

Benefits of membership

"I've been an IBMS e-Student member throughout my degree. It's an excellent way to show that you are interested in the subject and keep up to date with the biomedical science world – from careers, news, awards, social media and events to their monthly newsletters and student exclusives. I'd absolutely recommend it; it's also something to pop down on your CV.

"I currently study the accredited biomedical science course at UWE and so decided to set up the society there. One of the main reasons we founded it was that many students don't know about the registration portfolio – they think you graduate and that's it. We help increase awareness and make them more employable. We've helped students get placements or permanent positions at hospitals this year.

"It's also just a good networking opportunity with the IBMS. We help circulate information regarding the IBMS President's Prize, which

gives students motivation to do well. The IBMS provides us with lots of promotional material and resources and they help us find speakers for our events. We also get freebies like T-shirts, pens and mugs!"

Going on a placement

"What you learn at university is nothing like what happens on a placement. At university, you learn theory; on placement, you get hands-on experience, you have actual patient responsibilities. My placement in histopathology was really interesting – I got to work with many different departments within the specialism and experience quite a lot of the hospital. I also did a postgraduate course without having done my undergraduate first.

"I knew you needed laboratory experience to work in the industry; it helps to make you a better scientist. You also get to understand quality control procedure, health and safety, patient safety, and confidentiality. It makes you stand out from other graduates. They also supported me through my registration portfolio. My training officer was Dr Joanne Horne. She made the process very easy to follow. She set up a time plan and scheduled one-to-one meetings every week. The IBMS were also fantastic as they did well-being checks to see how myself and other placement students were doing during the pandemic."



CASE STUDY

Moving to electronic portfolios during the pandemic

The IBMS Certificate of Achievement is for biomedical science support staff working in laboratory services and is designed to reflect both the employer's and individual's training needs.

During the COVID-19 pandemic the IBMS switched to issuing electronic copies of our portfolios. These electronic versions are identical to the physical portfolios and were designed to be completed and assessed electronically when the qualification is completed.

We took this step to ensure that candidates could continue all qualifications during the pandemic. The feedback has been positive and we are pleased that we have been able to work in a greener and more sustainable way whilst continuing our usual level of service.

Completing the certificate

IBMS Associate Member Katja Medeiros Martins (pictured right and below) undertook the Certificate of Achievement Part II in 2020. Working as a medical laboratory assistant in the microbiology department of West Suffolk Hospital in Bury St. Edmunds, Katja explains how she completed the portfolio against the backdrop of the pandemic and she plans to use it to help her to progress her career in biomedical science.



"Since the first time that I heard about bacteria and viruses, back when I was about 15 years old, it caught my attention and it started to interest me more and more. So, really the only way for me was to pursue a career in biomedical science. As I grew older, I enjoyed working in biomedical science even more because I was doing something to help people.

"I have been working for four years as a medical laboratory assistant and I became an IBMS member to take the Certificate of Achievement Part II. I considered myself very lucky to be offered the opportunity to take the qualification as writing the certificate was one of the more exciting things I did in the last year. Through the research I learned more about the work I do and about different rules and regulations that we all have to follow when working in a laboratory. But most of all, it kept my mind occupied during the pandemic and helped me get through some difficult months.

"The Certificate of Achievement Part II has given me a good starting point to develop my career in the profession and it will help me get where I want, taking a degree in biomedical science."



CASE STUDY



Providing specialist expertise to progress the profession

IBMS Fellow and Biomedical Scientist of the Year 2020 Dr Guy Orchard (pictured left) is Chief Examiner for the IBMS Advisory Panel in cellular pathology. With a career spanning over 35 years, he works as Operational Lead at St Thomas' Hospital in St. John's histopathology department. Guy has used his expertise to help develop our new advanced reporting exams and the scientific cellular pathology programme for Congress 2022.

Working on the panel

"The IBMS Advisory Panels are the mouthpiece for members in those disciplines. We develop new qualifications and exams, improve old ones, advise IBMS Council on scientific developments, and review and provide opinions on new policies and documents in order to feed back into the IBMS Education and Professional Standards Committee. There is a constantly shifting, highly skilled and experienced group of people involved. Some are there for many years. Some are there for the short term but have very specialist skills.

"I've been working on the cellular pathology panel for around 20 years. I'm Chief Examiner now and was deputy for six years, learning how the processes worked. The benefit of that is I've learned from having that experience how exam formats work. I know how they are similar in certain ways and different in others. So, I can bring some consistency to how we approach these pathways generally. I've marked and set questions for the Higher Specialist Diplomas and the Diplomas of Expert Practice across the full range of cellular pathology exams and I've also been involved in producing the new Advanced Specialist reporting qualifications. These advanced exams

are changing quite significantly due to all the subdivisions that now exist within cellular pathology."

On Congress 2022

"The panels construct, put forward and create the congress programme – trying very hard to make sure that we make it topical and current. We look at how many hours we have to fill, how many slots there are, and what lectures would complement each other. There are several rounds of discussions before final agreements. Then we ask speakers to submit abstracts. The programme is usually pretty well firmed up a year in advance.

"This time there will undoubtedly be something on the new reporting exam – because a lot of members are beginning to show interest there. Of course, one of the things we are going to talk about is COVID-19 – and what the histopathological findings are. There are a lot of pathological entities to talk about."

Contributing to the profession

"Chief Examiner is not an easy job but it's a very interesting time for cellular pathology – with the conjoint boards with RCPATH that we sit on. There are too many pathologists retiring and specialist biomedical scientists are a very obvious option to replace them. We could well find ourselves having more significantly advanced roles in the future. I'm very hopeful for the biomedical scientists coming through.

"My only advice to somebody thinking of joining the panels would be, don't come in too soon. It's a rewarding experience and, if you're willing to support the panel activities and be proactive, it's great for personal development too. But make sure you're ready and able to make a commitment because you will be asked to do things and get involved. I hit the ground running when I came in and I was very enthusiastic about it and that's probably why I'm still here now. I think that's the important thing. You have to want to make a contribution to the profession and how we develop all of our pathways."

CASE STUDY

Qualifications

176

candidates were awarded the IBMS Certificate of Expert Practice in: Leadership Management, Molecular Pathology, Point of Care Testing, Quality Management or Training

5

candidates sat and passed the Advanced Specialist Diploma (ASD) exam in November 2020

27

candidates were awarded the Higher Specialist Diploma in Histological Dissection, from the exam taken in November 2020

1

candidate was awarded a Diploma of Expert Practice (DEP) qualification after passing the Immunocytochemistry exam in November 2020

Higher Specialist Diploma

Portfolios were submitted and marked in 2020, although due to the pandemic, exams did not happen until February 2021 when a record 62 candidates sat and 44 candidates passed.

Education

282

Certificate of Achievement portfolios issued

OVER 1,600

Registration Training portfolios and Specialist portfolios were issued

There are now over

75

candidates undertaking the Advanced Specialist Diploma in Histopathology Reporting

877

Registration Training Portfolios

741

Specialist Diploma portfolios were issued

187

Certificate of Achievement Part 1 and 2 were issued

1,014

Certificates of Competence were issued

402

Specialist Diplomas were awarded

22
44

institutions covering undergraduate and

13

post graduate programmes were accredited; two of the universities were new accreditations as well as two apprenticeship programmes were accredited.



Professional registration and its benefits for career progression

IBMS Fellow Fatema Deere (pictured left), Senior Clinical Biomedical Scientist at Public Health Wales, has maintained professional registration as a Chartered Scientist (CSci) through the Science Council since 2016. She explains how it has benefited her career progression and the reasons why members should consider becoming professionally registered.

Registering with the Science Council

"I registered to progress in my career and being part of the Science Council meant recognition at a higher level of scientific practice and professionalism. It helped instil some trust behind me; fellow colleagues and service users recognise that I have the scientific knowledge and background to practice as a senior biomedical scientist at a high level."

"Microbiology changes all the time: new techniques, newly recognised pathogens and changes in taxonomy, so it helps to demonstrate that you're keeping up to speed. For example, in antimicrobial susceptibility testing, which assists clinicians in deciding what antibiotics to use against infection or narrowing their spectrum of activity, is regularly updated with clinical breakpoints."



"Registering also helps you connect with other professionals, become part of a network and feel a sense of community with other biomedical scientists. It's a way of engaging with mutual colleagues across other establishments and organisations. It is a supportive and informative network, as you get to see how others are doing things."

"Being a Chartered Scientist shows employers that I'm the type of person who aspires to learn and progress, demonstrating competence and knowledge of my specialism and dedicated to the profession. The IBMS helps you through the application process, from assistance with the paperwork to advice and guidance with any queries or issues you may be experiencing."

Increasing recognition

"Having laboratory staff on the register is essential in boosting recognition for our profession. From biomedical scientists to healthcare support workers and associate practitioners, to have that acknowledgement and recognition, especially in the whirlwind of a pandemic, really encourages valuing our job roles, helping with job satisfaction and CPD. Registering is always something I've advocated and promoted to colleagues – whether you want to stay in your current role or progress in your career."



CASE STUDY

How the IBMS promoted biomedical science and the vital role of our members during the pandemic

Testing times, promoting the profession during the pandemic

In 2020, during the pandemic, the IBMS aimed to inform the public, government and press about the science and professional realities of COVID-19 testing whilst also raising the profile of the profession. To respond effectively to a situation like this, we had pre-emptively media trained an array of key members from the full spectrum of specialisms. In his role as IBMS President, Professor Allan Wilson led on all general enquiries that resulted from our press releases and statements, while in her capacity as Chief Examiner of the Virology Specialist Advisory Panel, Dr Sarah Pitt took on the more subject-specific enquiries.

We are ready to test – give us what we need

After our press release on 3 April was used by the Daily Mail to ask questions in the government's daily briefing and led to a weekend front page in The Guardian, the IBMS became a go-to trusted source for professional and scientific enquiries surrounding COVID-19.

IBMS members were relieved and grateful to see their president helping to shape the conversation around testing in an honest and direct way on BBC One News, Sky News, Newsnight, Channel 4 News, Radio 5 Live, Radio 4, LBC and Times Radio, as well as across international networks. Allan had a knack for presenting the most vital information in the most succinct and professional way.



"Thank you for all you are achieving. For persevering. For standing up to the injustices that have rolled out through this pandemic. You are a hero Allan Wilson!" — IBMS social media follower.

PROMOTING OUR MEMBERS' CAREERS & THE PROFESSION

CASE STUDY

In the press

Dr Sarah Pitt was first interviewed live on national TV by BBC World News on 14 May, to discuss the Roche antibody test. Sarah went on to give 11 TV interviews including six on BBC News, in two of which she took questions from viewers. Due to her personable and informed style, she became a regular interviewee on BBC local radio stations, national radio (especially BBC Radio 5 Live), national and international TV and written media. Equally, she released insightful and well-researched articles, which were published worldwide, helped the IBMS with COVID-19 documentation and professional guidance and even helped to script the IBMS #BehindEveryTest COVID-19 animation.

In 2020, Allan and Sarah were interviewed 33 times on national TV and 49 times on national radio stations across the UK. They were also used as sources in the majority of the 104 articles that appeared in national and international publications that used IBMS information including: The Mirror, The Daily Mail, The Sun, The Independent, The Observer, the Financial Times, The New York Times, The Telegraph, Reuters, Russia Today, Al Khaleej Today, The Times, Huffington Post, BuzzFeed, The BMJ, the Mail on Sunday, Full Fact, Wired, the Evening Standard and the Metro.

Without the help of key members such as Allan and Sarah, who volunteered their time at all hours to assist with unforeseeable media and political commitments, the profession would not have had the positive publicity it received and our members' concerns regarding the unregistered and unaccredited work of the Lighthouse laboratories would not have been heard. We are grateful for their support and know that our members are too.

"Once again – an excellent and extremely clear article by Sarah describing the facts and pitched at a level for both scientist and non-scientist." — Mike, IBMS Fellow



49
times

22
interviews

104
articles

2X
articles

11
interviews

Representing the IBMS, Professor Allan Wilson and Dr Sarah Pitt were interviewed 49 times on national radio stations including: BBC Radio 4 and BBC 5Live, LBC, Talk Radio and Times Radio by well-known presenters including: Nicky Campbell, Nihal Arthanayake, James Whale, Rachel Burden, Nick Ferrari and Adrian Chiles

On TV, Allan gave 22 interviews including on UK networks - BBC News, Newsnight, Channel 4 News, Channel 5 News and on international stations Bloomberg News and China Global Television Network Europe.

Our consistent run of press releases and statements led to a weekend front page of The Guardian and coverage in 104 articles in national and international publications including: The Mirror, The Mail, The Sun, The Independent, The Observer, Financial Times, New York Times, Telegraph, Reuters, Russia Today, al Khaleej Today, The Times, Huffington Post, BuzzFeed, The BMJ, Mail on Sunday, Full Fact UK, Wired, Evening Standard and The Metro.

Twice the Private Eye wrote investigative articles about the IBMS and the government's failure to contact us regarding the roll out of testing and opening up of new testing laboratories across the UK.

Sarah gave 11 live TV interviews including six on the BBC News channel, two of which she took questions from viewers, four on TRT World (Turkish TV) and another on Bloomberg News.

Showcasing our members' work

To highlight the vital role of biomedical science during the pandemic, the IBMS produced and supported a number of campaigns, identifying news stories and members to use for interviews and case studies.

IBMS Fellow Francis Yongblah responded to our request from The Guardian, who were writing an article that focused on the NHS staff fighting coronavirus behind the scenes. For a news story we interviewed IBMS Licentiate Keegan "the needle" Brown, which highlighted how as a professional darts player and medical laboratory assistant he had taken on extra hours at his hospital laboratory to help to support the biomedical scientists out of hours. We also interviewed IBMS Licentiate Alex Ellwood who, having completed her placement year in 2019, secured a job in her training laboratory working in microbiology six months before the pandemic hit and she was directly involved in COVID-19 testing.

By way of an alternative to the COVID-19 work our members were involved in, IBMS Licentiate Charlotte Felton helped us to organise a series of updated "Day in the life" job profiles to highlight the many facets of working in biomedical science. The case studies for our Meet Our Members campaign give members the opportunity to discuss their role and are used to promote careers in the profession to students.

The IBMS also helped identify and promote our members' contributions to a series of blogs as part of the Science Council's "Showcasing Science: Behind the Scenes of COVID-19" campaign. Amongst the most popular case studies, the stories from our members were used to showcase their experiences of working during the pandemic and to highlight the role of scientists working behind the scenes.

#BehindEveryTest video

The IBMS commissioned a short animated sample-journey video that was used to highlight what happens to swabs taken at COVID-19 sample sites and the role of biomedical science in diagnosis and treatment.

The film was created with the help of IBMS Member Victoria Heath, along with IBMS Fellows Sarah Pitt and Francis Yongblah, who offered their help and advice on the content for the video. Promoted through the website and on social media, the video has since been viewed over 350,000 times.

Relaunching the podcast

In 2020, to promote the work and interests of our members to a wider audience, we relaunched our popular membership podcast.

Available to listen and download via popular sites iTunes, Spotify and SoundCloud, the new IBMSpod features new segments, new presenters and thought-provoking interviews with leading experts from across the field. Monthly episodes focus on members discussing all things biomedical science: from the intricacies of diagnostic laboratory work, research and innovation, teaching, writing and involvement with the IBMS to their media work, as well as their motivations and passions for the profession.



CASE STUDY

20



Engaging the next generation

In 2020, IBMS Licentiate Charlotte Felton (pictured left) began her career at NHS Blood and Transplant at the Manchester Blood Centre. She also set up and ran the Twitter account @Inspire_BMS to promote the profession, whilst also helping the IBMS find members to provide valuable career guidance and inspire students.

"Being registered and practising as a biomedical scientist means a lot to me. I have overcome numerous obstacles to get here and was very lucky to be selected to complete my IBMS registration portfolio whilst still at university. I am currently specialising in Blood Transfusion Science and completing my MSc in Haematology and Transfusion Science."

Informing the public

"Public engagement is important so that the wider public understands the crucial work we do and to inspire people who may be interested in becoming biomedical scientists in the future. I believe there is a lack of understanding when it comes to the role of a biomedical scientist – we are a hidden workforce, which is why it is so important that we have advocates to ensure we are not forgotten about. I am dedicated to ensuring that biomedical scientists are highlighted for the amazing work we all do. With the help of the rest of the network, I want to do what I can to promote the profession and ensure we are recognised."



"I set up the @Inspire_BMS account on Twitter to engage with both students and practising biomedical scientists. Students often feel as if they aren't told enough about the requirements to become HCPC registered and often end up leaving university confused about which path they need to take next – I wanted to help demystify this. I am working with the IBMS on the Meet Our Members campaign, which shines a light on biomedical scientists who are currently practising within specialised disciplines; it's really interesting to see what people are getting up to in their roles. I have also made informational videos aimed at students and for people who are thinking about joining the profession – the more people know, the better! I am looking forward to doing in-person STEM ambassador work when things are more back to 'normal!'"

Being a member

"The IBMS has been fantastic in supporting me and offering me future opportunities to progress further as a biomedical scientist. Becoming a member of the IBMS was always something I wanted to do; I was an eStudent member throughout university and it was good to be able to access online content – it seemed natural to progress through the ranks of membership when I was able to! The IBMS is a lovely community to be part of, there is scope to become actively involved in promoting the profession and there is a large range of content available to access, which can help you progress within your career. I feel I would be less knowledgeable about progression and opportunities available to me if I wasn't a member. My career has definitely been strengthened by membership – I have access to opportunities, courses and contacts, which I wouldn't necessarily have access to without membership."

"I feel I am only at the beginning of the public engagement journey! I am really keen to spread knowledge about becoming a biomedical scientist. I would definitely like to do more to promote the profession in the future and I am actively thinking about ways to do so."



Biomedical Science Day goes fully digital

Despite the lockdown and social distancing, our members stood tall and celebrated Biomedical Science Day with great spirit and professionalism.

Due to social distancing and the nationwide lockdown, there were no laboratory tours or stands in foyers but that did not stop our innovative members from pulling out all the stops to take the public on virtual tours and provide informative videos. The digital celebrations went on all day – providing the public with ever greater clarity about the role of the profession #BehindEveryTest in the wider healthcare context. There was a sense of excitement and pride in laboratories across the UK, as our members rightly celebrated their efforts on the frontline of COVID-19 testing and beyond.

Political recognition

Our campaign for members to reach out to their local politicians resulted in a number of them posting their support on social media, including First Minister of Northern Ireland Arlene Foster, whilst in Scottish Parliament a motion was submitted to recognise the day and work of the profession, which was then supported by over 20 politicians.

20+

In Scottish Parliament a motion was submitted by MSP Gil Paterson and supported by 20 other MSPs for Parliament to recognise Biomedical Science Day and the key role of biomedical scientists and laboratory staff play in delivering high-quality pathology services that are the backbone of the NHS.

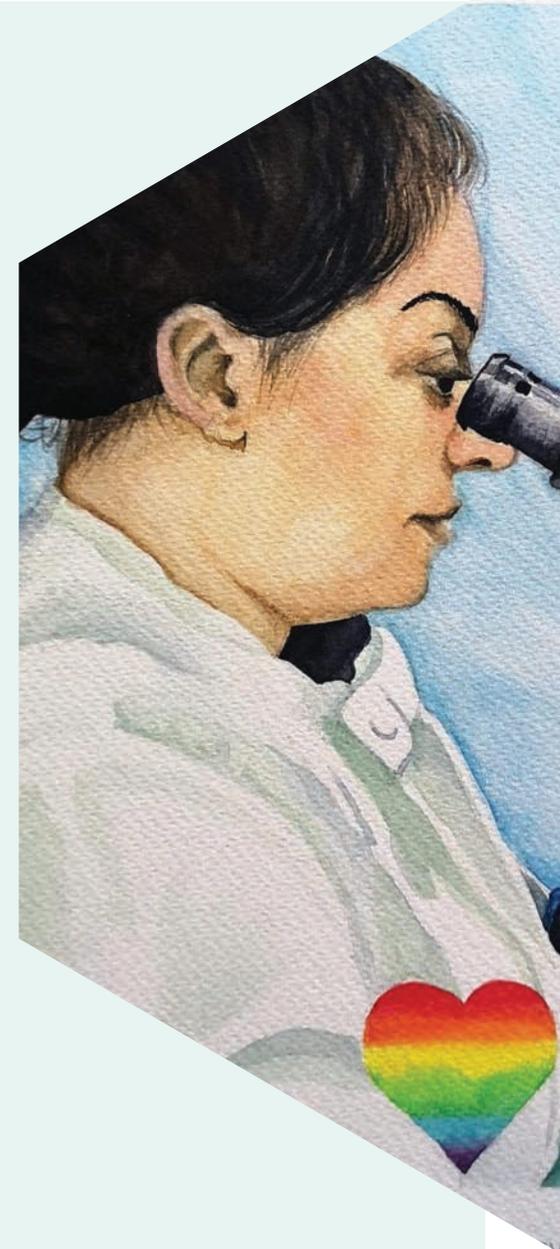


On Twitter, the hashtag #AtTheHeartOfHealthcare was used 2966 times and was in the top 10 UK Twitter trends from 8.30am all day, peaking at No. 4.



Over 500,000 people saw our posts on Facebook on the day.

Biomedical Science Day also earned the attention of some big Twitter accounts, including Arlene Foster - First Minister of Northern Ireland, NHS England and NHS Improvement, Professor Dame Sue Hill and Lord Bethell.



Social media headlines

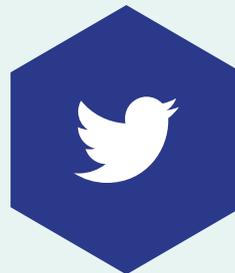
On social media, members were encouraged to use the hashtags #BiomedicalScienceDay2020 and #AtTheHeartOfHealthcare to promote their activities. On Twitter, the hashtag #AtTheHeartOfHealthcare was used almost 3000 times and was in the top 10 UK Twitter trends from 8.30am all day, peaking at No. 4.

Biomedical Science Day also earned the attention of some big Twitter accounts, including NHS England and NHS Improvement, Professor Dame Sue Hill and Lord Bethell.

On BBC Radio 2, biomedical scientists received three shout-outs throughout the day, and others, such as BBC Radio Manchester spoke to IBMS Licentiate Helen George to describe her vital role in healthcare and to explain about the awareness day.

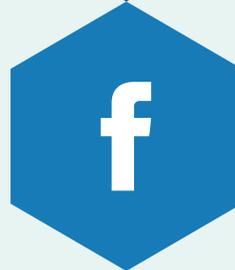
Across the UK, communications teams in hospitals and university laboratories handed their social media accounts over to their pathology staff and allowed them to celebrate and inform their followers about the skills and expertise involved in their practice. We lost count of the number of wonderful and informative videos and digital tours from our members who were doing social media takeovers for their Trusts and Hospitals.

On Facebook there were lots of messages of support from Trusts, charities and other healthcare pages and our online community was active and posting pictures and videos for our competitions all day. Over half a million people saw our posts, including our photo gallery, where we compiled a large number of the photos and competition entries.



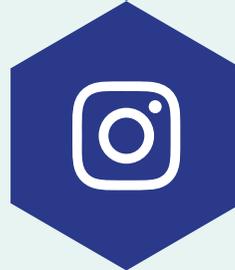
Our tweets received over
3,470,000 views by more
than **1,200,000** people

Twitter followers increased by
1409 to **10,263**



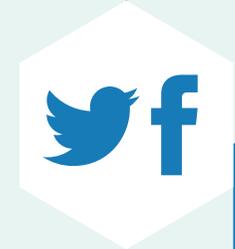
Our Facebook posts received
9,025,180 views

Facebook followers increased by
3896 to **35,150**



Our Instagram account continues to quickly grow, up by

1510 followers to **3860**



350,000

Following a social media campaign #BehindEveryTest, our short animated sample-journey video that was used to highlight what happens to swabs taken at COVID-19 sample sites and the role of biomedical science in diagnosis and treatment, was viewed over 350,000 times on Twitter and Facebook.



BSA Media Fellowship

IBMS Fellow Dr Martin Khechara (pictured right) became the first member to undertake an IBMS-sponsored place at the British Science Association Media Fellowship in 2020. As a lecturer in microbiology and an associate professor for engagement in Science, Technology, Engineering and Maths (STEM) at the University of Wolverhampton, Martin explains his love of communicating science and why he is so passionate about engaging the public.

"The NHS would grind to a halt without biomedical scientists, yet before the pandemic, very few people knew what biomedical science was or what a biomedical scientist did. One of the silver linings of the pandemic is that the profession has had loads of coverage across the media this past year. Effective communication of what we do to the public has been so key in that."

Inspiring wonder

"As well as lecturing, I'm also an associate professor for engagement, which means I promote roles in STEM for the university, and one of my focuses is on biomedical science. There's a lot of educational deprivation in the Black Country. We're under the national average for people entering into higher education and considering careers like biomedical science and so part of my role at the university is to promote these career paths."



"I've always been amazed at science: everything to do with it interests me. I love telling people about it – I remember setting up a chemistry classroom in my grandma's living room and giving chemistry lessons at seven. It's got such a transformative aspect to it; I want to talk to everyone about it just in case it switches on that light bulb for somebody else to have that same sort of enthusiasm that I've got about it."

Podcasting in the pandemic

"I recently completed the British Science Association's (BSA) Media Fellowship scheme where I worked with the award-winning "Naked Scientists podcast" for six weeks. We were not long into lockdown when the opportunity arose and I'd just completed my IBMS media training. It was the perfect opportunity to not only take part in the fellowship but also to be the first representative for the IBMS and to support their public engagement efforts."



CASE STUDY



"I became an associate producer for the show; my goal each week was to gather news stories through the scientific press, interview scientists around a new piece of research, produce a podcast and write an online news story. I mainly focused on microbiology and parasitology, although enjoyed covering other subjects. Some of my content was used for the podcast which is broadcast on BBC Radio 5 Live and ABC Radio in Australia as well being used on BBC local radio stations. I also curated an original section for the show on the neurodiversity of learning during COVID-19.

"I wanted to see the effect of the pandemic on people and on learning in both schools and universities. With many learners switching to online and remote learning, we've had to develop new ways of teaching."



Gaining skills for the future

"Taking part in these forms of public engagement provides skills and knowledge vital for the future. I gained technical skills in content creation, an awareness of how the media works and knowledge of the intricacies of an organisation like the BBC. Translating a piece of science into a news article for a general audience taught me to appreciate the audience, how people think and come to understand science.

"All members should get involved in public engagement; it's vital. It makes you a more rounded scientist and gives you the skills that will help you progress in your life and career. As we come out of lockdown, there are lots of engagement opportunities coming up. You could work for an IBMS regional branch but also do larger events like science festivals. So what's stopping you?"



IBMS awards and honours

Company Members Prize for the Higher Specialist Diploma (HSD)

The Company Members Prize is awarded annually to the candidate who, at their first attempt, receives the highest mark in each discipline of the HSD exam. The winners were:

- ◆ **Cellular Pathology** – Jemma Morris, IBMS Fellow
- ◆ **Cytopathology** – Donna Morrison, IBMS Fellow
- ◆ **Immunology** – Faye Sims, IBMS Member
- ◆ **Medical Microbiology** – Martine Jensen, IBMS Member

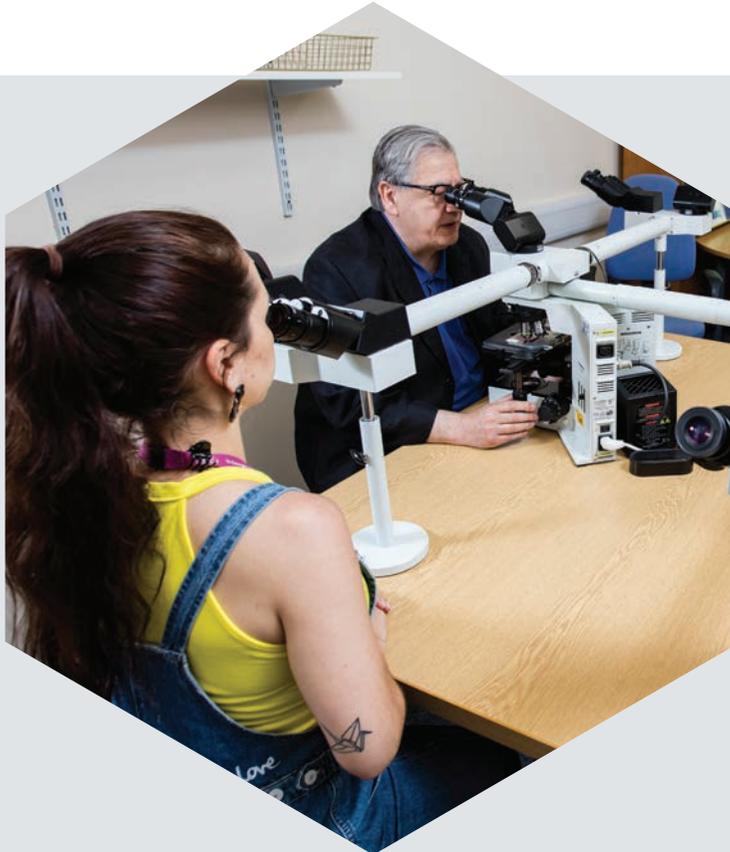
There were no Company Members Prize winners for the other disciplines (Clinical Chemistry, Haematology, Leadership and Management, Transfusion Science or Virology).

R J Lavington Prize

The R J Lavington Prize of £500, medal and certificate is awarded to the IBMS member who achieves the highest mark across all disciplines in the IBMS HSD exam in that year. The 2019 R J Lavington Prize was awarded to Donna Morrison for her result in Cytopathology.

Company Members Prize – Diploma of Expert Practice

The IBMS Diploma of Expert Practice Prize is awarded to the IBMS member who achieves the highest mark in the Diploma of Expert Practice exam. This was awarded to IBMS Member David Bean for his marks in the Diploma of Expert Practice in Histological Dissection in 2019.



Life Member Awards

IBMS Life and Honorary Membership are amongst our most prestigious awards and are awarded to acknowledge the contribution our members make to the IBMS, recognising exceptional levels of commitment over a significant period of time.

In 2020, the IBMS proudly awarded the following IBMS Fellows with Life Membership:

- ◆ **Ian Sturdgess**
- ◆ **Robert Simpson**
- ◆ **Malcolm Needs**
- ◆ **Gary Moore**

AWARDS & HONOURS



Honorary Fellowship for College President

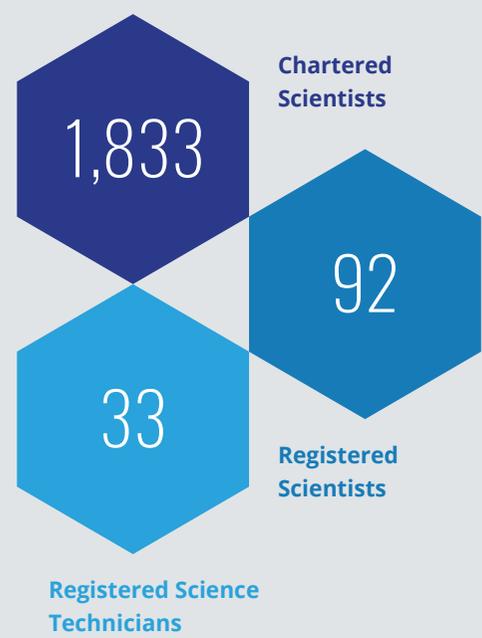
IBMS Honorary Fellowship is awarded to non-members of high repute and distinction who have made a significant impact on the profession, the organisation or healthcare. This prestigious honour has been awarded just 21 times since the Institute's founding in 1912.

RCPath's President Jo Martin, who was awarded the IBMS Honorary Fellowship in recognition of her exceptional service to healthcare, said:

"This award is a real privilege. I value and relish working with all the very many skilled colleagues of the IBMS, in making our healthcare services better for patients, and in supporting research, innovation and skills development for future generations."

Having one of the highest numbers of registrants across all the Science Council Licensed Bodies, the IBMS supports members at all professional levels to achieve recognition through the Science Council registers.

The IBMS Science Council award register for 2019:



President's Prize

Each year, IBMS eStudent members who achieve academic distinction graduating from an IBMS-accredited BSc Hons programme are awarded President's Prizes.

One award is made per university and the winner receives a certificate, IBMS Licentiate membership for a year and a cheque for £100. Presentation this year took place virtually at graduation and biographies from the winners can be found on our website.

Fifty-year medal

The IBMS is pleased to present medals to members who have had 50 years' continuous membership with the IBMS. In 2020, the IBMS awarded 33 medals to members across the UK and thanked them for a lifetime of support.



Industry awards and honours

To promote the profession and highlight the vital role of biomedical science, the IBMS sponsors and promotes many healthcare awards and honours held across the UK every year. As well as nominating our members for awards, the IBMS also celebrates members who are recognised with awards and honours by their peers in 2020.

CSO WISE Healthcare Science Leadership Development Programme

Six of our talented members were chosen for the Chief Scientific Officer's WISE Healthcare Science Leadership Development Programme. The programme is an opportunity for mid-career female healthcare scientists in the NHS to gain invaluable leadership experience.

Congratulations to IBMS Members:

- Victoria Heath
- Deborah Lakeland
- Laura Johnston
- Diane Wycherley
- Laura Pitter
- Keeley Thwaites



STEM for Britain 2020

The IBMS is passionate about supporting research in biomedical science and has been a sponsor of the awards since 2012. STEM for Britain was created to encourage a positive working relationship between early career scientists and their MPs, and to offer a platform for researchers to promote their latest work in Parliament.

Hosted at the House of Commons in 2020, shortly before the start of the pandemic, the IBMS sponsored the gold and silver awards for the biological and biomedical science categories.

Media Fellowship placement

As part of our ongoing drive to promote the role of biomedical science in the media, the IBMS sponsored a place on the British Science Association's (BSA) Media Fellowship scheme for members. Following the BSA's selection process, IBMS Fellow Dr Martin Khechara attended a six-week virtual placement with "The Naked Scientists" who create award-winning science podcasts and science radio shows.

On winning the award, Martin said:

"I am delighted to be able to support the Institute's public engagement efforts as a British Science Association (BSA) Media Fellow. Public engagement with biomedical science is so important, especially in the current climate, and I hope that my new position and skills in science communication can support biomedical scientists to better promote the vital job they do in NHS Trusts across the country."





Queen's Award for Voluntary Service

As part of a group of London-based scientists, who organise the annual science4u event, IBMS Fellows Sue Alexander, Manfred Almeida and Mike Carter were honoured with the Queen's Award for Voluntary Service, the highest award a voluntary group can receive in the UK.

Science4u highlights scientific careers with a focus on the range of disciplines the NHS and other public and private sector organisations can offer, from cardiac physiologists to microbiologists. It also highlights scientific careers with a focus on the range of disciplines the NHS and other public and private sector organisations can offer. Pupils get to experience a fun-filled interactive educational day that is curriculum related with a careers and personal development session for teachers.



Seven IBMS members on Pathologist's Power List

Each year The Pathologist magazine produces a top 100 power list to showcase the most talented innovators in pathology and laboratory medicine who are at the cutting edge of their field. The 2020 list consisted of motivating mentors to trailblazing innovators, social media gurus to laboratory medicine heroes. Making up the power list were seven IBMS members:

- ◆ **IBMS Licentiate Cherie Beckett, Biomedical Scientist in Microbiology at the Princess Alexandra Hospital NHS Trust in Harlow.**
- ◆ **IBMS Licentiate Matthew Burdett, Medical Technical Officer at Unilabs in London.**
- ◆ **IBMS Fellow Ian Davies, Senior Lecturer in Healthcare Science at Staffordshire University.**
- ◆ **IBMS Fellow and National Council member Dr Joanne Horne, Consultant Healthcare Scientist in Histopathology at University Hospital Southampton NHS Foundation Trust.**
- ◆ **IBMS Associate Hayley Pincott, Associate Practitioner in the Oral Pathology and Microbiology department at Cardiff and Vale University Health Board.**
- ◆ **IBMS Member Malcolm Robinson, Harvey's Gang children's charity founder.**
- ◆ **IBMS Fellow and London Council member David Wells, Head of Pathology Services Consolidation at NHS England and NHS Improvement.**



RCPATH Honorary Fellowship

IBMS Fellow David Wells, who is also IBMS Chair of Membership and Marketing Committee and London Region Council Member, was awarded an Honorary Fellowship from RCPATH for his collaborative and patient-centred approach.

Advancing Healthcare Award winners

Taking place via a virtual presentation, IBMS Fellow Dr Guy Orchard and IBMS Licentiate Micsha Costa were both recipients of Advancing Healthcare Awards 2020.

Dr Guy Orchard, a Consultant Biomedical Scientist at St. Thomas' Hospital was awarded the prestigious IBMS-sponsored Biomedical Scientist of the Year award.

Described in his nomination as an "exceptional biomedical scientist who strives to share and apply his subject matter expertise to advance practice in an innovative and impactful way", Guy has developed and patented two new products for clinical use.

A specialist biomedical scientist in South West London, Micsha Costa scooped an Advancing Healthcare Award, in the "Rising Star" category, for her "dedication and hard work – always being the first to volunteer to help and support others whatever the challenge."

Members Recognised on Queen's Honours List

IBMS Fellows Professor Sir Stephen Holgate and Ann Hannah were both acknowledged in the Queen's Birthday Honours last year.

Professor Sir Stephen Holgate, Clinical Professor of Immunopharmacology at the University of Southampton and Royal College of Physicians Special Advisor on Air Quality, was awarded a knighthood. One of the top specialists in his field, Sir Stephen has devoted his career to understanding lung disease and co-founded Synairgen, a company that studies why patients with lung disease are so vulnerable to respiratory viruses.

Ann Hannah, Rapid Response Laboratories Operations and Histology Manager, was awarded a British Empire Medal for her work in ensuring the delivery of medically led diagnostics, innovation, value and long-term investment to healthcare.





Run by our members for our members

IBMS Council is the governing body of the IBMS. Made up of six national and twelve regional representatives who are elected by IBMS members, IBMS Council makes key decisions and develops policies on behalf of the biomedical science profession.

"The IBMS Advisory Panels are the mouthpiece for members in those disciplines. We develop new qualifications and exams, improve old ones, advise IBMS Council on scientific developments, and review and provide opinions on new policies and documents in order to feed back into the IBMS Education and Professional Standards Committee. There is a constantly shifting, highly skilled and experienced group of people involved. Some are there for many years. Some are there for the short term but have very specialist skills.

IBMS Council members also make up the IBMS Standing Committees, which have the following areas of responsibility:

Education & Professional Standards committee

- Accreditation of academic programmes
- Development and monitoring of laboratory training policy
- Development and monitoring of CPD policy
- Professional exams
- Prizes, awards and research grants
- Reporting panels and committees (advisory panels, accreditation panels, examiners, quality and training, cytology, histological dissection, immunocytochemistry)

Finance and Risk Committee

- Developing the IBMS's financial strategy
- Monitoring financial performance
- Recommending budget and subscription proposals to Council
- Determining the financial strategy for Congress
- Ensuring financial controls are in place
- Reviewing investment objectives and performance
- Identifying and reviewing strategic risks and advising Council accordingly

Membership and Marketing Committee

- Membership
- Corporate identity
- Publicity and marketing
- Reporting panels and committees (history, Congress, company members, editorial board)



GOVERNANCE
& COUNCIL
MEMBERS

Remuneration Committee

- Responsible for reviewing the terms and conditions of employment of the Chief Executive.

Audit Committee

- Acts as a bridge between the external auditor and Council.

Council and standing committee members 2020

- President – Professor Allan Wilson
- Past President – Alison Geddis (*resigned 31 December 2020*)
- Treasurer – Gordon McNair

Regional and national Council members 2020

- Joanna Andrew – Yorkshire
- Helen Archer – Wales (*resigned 24 July 2020*)
- Victoria Bradley – National
- Nigel Coles – West Midlands
- Sean Conlan – National
- David Eccleston – North West
- Dr Joanne Horne – National
- Charles Houston (*appointed 24 July 2020*)
- Professor Keith Hyde – National
- Zonya Jeffrey (*appointed 24 July 2020*)
- Shauna McAuley – Ireland
- Colin Mudd – East Midlands
- Dr Jane Needham – South East
- Joyce Overfield – National (*resigned 24 July 2020*)
- Debra Padgett – North East
- Daniel Smith – National
- Matthew Smith – East Anglia
- Andrew Usher – South West
- Dr Linda Walsh – Scotland
- David Wells – London





Making an impact on Council

Elected onto IBMS Council in 2019 as Member for Northern Ireland, Shauna McAuley (pictured left) shares her experience of supporting and advocating for members and local trusts during this difficult year. She also shares what representing her region on IBMS Council means to her.

"The main thing I enjoy about being a part of IBMS Council is the opportunity to influence the direction of the profession and trying to bring a regional perspective to it as well. I'm now around halfway through my three-year term and it has been a steep learning curve and definitely opened my eyes to what happens on Council and the vast range of topics that are covered. It's very much a team and you feel supported there. I was expecting it be very business-oriented, and it is, but it is also very supportive. There's teamwork and there are challenges to your views, giving you that opportunity to see the wider picture of what's going on and then to be able to influence it."

Representing the region

"A lot of our events are in Belfast and some of our colleagues are all the way in the Western Trust, so it's difficult for them to travel – as well as people with families or disabilities. This year has shown us things can be more inclusive with virtual events. We need to keep going with our meetings because people really seem to appreciate them and value them. It's one of the things people like from their feedback – they like going to the meetings and engaging with people from other trusts that they wouldn't normally get to meet at all and to meet up with old colleagues."

Supporting members

"We'll keep promoting the profession and what we do to inspire the next generation. There are some amazing people coming through and it's just about getting them going in the right direction. The work around leadership, like the mentoring that Council has developed – that is massive because it is something that I feel has been absent over the years. We're trying to light those little lights that are in the background and fan those flames of people who want that support."

"We also want to encourage our branch members to better understand what the council does. There's plenty of written information coming out from the Council, but I think more local people should know about what is actually impacting us and the conversations that are going on in the background with the Pathology Network and with the Trusts. Council is a great way to get involved in shaping the profession; you find out why we don't do some things, whilst you can influence us to do other things."



CASE STUDY

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £	Total 2019 £
Income from:				
<u>Charitable activities</u>				
Subscriptions	2,393,783	–	2,393,783	2,358,331
Qualifications	261,686	5,560	267,246	302,205
Registrations	250,054	–	250,054	255,845
Publications	36,559	–	36,559	37,233
Regions and branches and discussion groups	53,224	–	53,224	45,515
Other income	53,627	–	53,627	26,538
<u>Congress and other trading activities</u>	29,511	–	29,511	1,458,903
<u>Investments</u>				
Listed investment income	168,400	–	168,400	51,729
Property rental	41,854	–	41,854	–
Bank interest	7,671	–	7,671	16,806
Total Income	<u>3,296,369</u>	<u>5,560</u>	<u>3,301,929</u>	<u>4,553,105</u>
Expenditure on:				
<u>Raising funds</u>				
Congress and other trading activities	125,887	–	125,887	1,046,809
Investment management fees	64,483	–	64,483	65,106
<u>Charitable activities</u>				
Education, qualifications and registration	1,042,208	5,560	1,047,768	1,427,404
Publications	101,891	–	101,891	83,131
Regions and branches and discussion groups	145,034	–	145,034	158,786
Member events, representation and benefits	1,157,590	–	1,157,590	1,350,052
Grants and prizes	24,571	–	24,571	47,676
Total expenditure	<u>2,661,664</u>	<u>5,560</u>	<u>2,667,224</u>	<u>4,178,964</u>
Net gains / (losses) on investments	978,596	–	978,596	996,929
Net income / (expenditure)	<u>1,613,301</u>	<u>–</u>	<u>1,613,301</u>	<u>1,371,070</u>
Other recognised gains / (losses)				
Actuarial gains / (losses) on defined benefit pension scheme	1,000	–	1,000	47,000
Gain on revaluation of investment property	674,533	–	674,533	–
Gain on revaluation of fixed asset	–	–	–	394,223
NET MOVEMENT IN FUNDS FOR THE YEAR	<u>2,288,834</u>	<u>–</u>	<u>2,288,834</u>	<u>1,812,293</u>
Total funds brought forward	13,523,311	–	13,523,311	11,711,018
Total funds carried forward	<u>15,812,145</u>	<u>–</u>	<u>15,812,145</u>	<u>13,523,311</u>

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

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2020

(Incorporating the Income
& Expenditure Account)

CONSOLIDATED BALANCE SHEET

AS AT 31
DECEMBER
2020

	2020 £	2019 £
Fixed Assets		
Tangible assets	1,393,483	1,914,927
Listed investments	10,786,235	9,703,724
Investment property	<u>1,100,000</u>	<u>-</u>
	13,279,718	11,618,651
Current Assets		
Stock	1,620	2,055
Debtors	439,354	337,601
Cash at bank and in hand	<u>3,401,776</u>	<u>2,397,202</u>
	3,842,750	2,736,858
Creditors: amounts falling due within one year	<u>(1,209,810)</u>	<u>(832,198)</u>
Net Current Assets	<u>2,632,940</u>	<u>1,904,660</u>
Total assets less current liabilities	15,912,658	13,523,311
Creditors: amounts falling due after more than one year	<u>(100,513)</u>	<u>-</u>
	<u>15,812,145</u>	<u>13,523,311</u>
Unrestricted Funds		
Accumulated fund	14,211,704	12,628,469
Designated fund	66,589	66,589
Listed investment revaluation reserve	859,319	828,253
Investment property revaluation reserve	<u>674,533</u>	<u>-</u>
	<u>15,812,145</u>	<u>13,523,311</u>

The Summary Financial Statements have been approved and authorised for issue on behalf of the Trustees on the 23 April 2021 by:



A Wilson
President



J G McNair
Treasurer



The attached summarised accounts are a summary of information extracted from the annual accounts and certain information relating to both the group statement of financial activities and the group balance sheet.

These summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the charity. For further information, the full annual accounts and the Council members' annual report should be consulted: copies of these can be viewed online at www.ibms.org/about/members-report.

The full annual accounts have been subject to external examination by an independent auditor and received an unqualified audit report. The annual statutory financial statements were approved by the Council members on 23 April 2021 and have been submitted to Companies House and the Charity Commission.

A Wilson
President

23 April 2021

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



**STATEMENT
BY COUNCIL
MEMBERS**



Support • Progress • Promote

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