



## Members' Report 2012/13

Science in the service of life

[www.ibms.org](http://www.ibms.org)



## President's Foreword

This past year has seen our profession meet the challenge of providing high quality services at greatly reduced cost. As our profession continuously evolves to meet growing service demands – with the movement towards 7-day services and rapid growth in genomic medicine - we continue to enhance our qualifications, support and advocacy to meet our members' changing needs.

At Congress 2013 I was impressed by the enthusiasm of our members in taking advantage of every possible opportunity made available to them; to develop their knowledge, share ideas and embrace advances in science, technology, leadership and new ways of working. It is essential that we continue to provide our members with opportunities to become leaders in their chosen field and drive the profession forward into the future.

We have listened to members and worked to deliver the support and guidance they need to achieve the highest professional standards and deliver safe, high quality services. As a result of your feedback, we have strengthened our qualifications and Continuing Professional Development (CPD) provision to ensure our members are able to enhance their knowledge and skills and demonstrate the quality of their professional practice. This will become increasingly important for us all in light of the Francis Report's recommendations and as the Health and Care Professions Council (HCPC) revise our Standards of Practice.

The publication of the National Pathology Quality Assurance Review highlighted the importance of empowering our members to place quality at the heart of their practice. The Institute of Biomedical Science (IBMS) has a central role to play in delivering this agenda - giving our members the tools to achieve excellent professional and educational standards. With your support, and in partnership with governments and key stakeholders, we can be a leading force in driving the quality agenda forward.

We will do our utmost to support our members in upholding the highest possible standards; whether it be through Institute events including our conference series on understanding and implementing ISO15189, offering courses to enhance our members' leadership skills or our portfolio-based qualifications. With your support, we can provide the strong professional leadership necessary to embed a professional culture of continuous quality improvement and ensure that we deliver a safe, effective service for patients.

As an IBMS Council Member, President Elect and now President, I have had the privilege of meeting many of our members. I have gained valuable insight into the tremendous contribution you make to the Institute and the profession. I would like to thank everyone who has worked together with us in the last year to support and develop the profession; from IBMS Council and Specialist Advisory Panel members, our Region, Branch and CPD officers and portfolio assessors to everyone who has represented and promoted our profession to policy makers, our stakeholders, patients and the public. I look forward to working with many more of you in the coming year to shape the future of the profession and your professional body.

A handwritten signature in black ink, appearing to read 'Nick Kirk'. The signature is stylized and written in a cursive-like font.

Nick Kirk  
President, Institute of Biomedical Science



## Chief Executive's Welcome

The past year has shown the strength, resilience and dedication of our members and what we can achieve when we work together to support each other and drive the profession forward. Despite the impact of an uncertain economic climate and pathology reconfiguration on the profession there has been a great deal for us to celebrate. Congress 2013 gave our members an opportunity to showcase their commitment, knowledge and professionalism; demonstrating our central role in healthcare and celebrating the diversity of the profession and its practitioners.

We have continued to work with you, our members, to support you in demonstrating the highest standards of professionalism and delivering high quality services. Over the last year we have worked at the top level of policymaking, making a key contribution to the future shape of the profession through the National Pathology Quality Assurance Review. To support you in achieving high standards and to provide further career development opportunities we have made improvements to our CPD scheme, expanded our qualifications provision and hosted a number of educational events.

We have listened to your views and enhanced our membership services, making sure that the things that are important to you are at the heart of what we do. Following your feedback we have; launched our member discount scheme - IBMS Additions, improved our support and advice around career development, revised our Specialist Portfolio exam process and enhanced our online CPD provision. We will continue to work with you over the coming year to make sure we are delivering the support and services you need.

Over the last 12 months we have expanded our membership, developing our eStudent offer and welcoming a new generation to the IBMS. We have awarded our first Certificates of Achievement Parts I and II, new IBMS qualifications which enhance the training and development of biomedical science support staff and meet current and future service needs. I look forward to welcoming an increasingly diverse range of members into the Institute in the coming year.

I would like to thank all of you for your support and contribution to the IBMS over the last year. You do an incredible job of helping us to promote, develop and support the profession and make me proud to be part of such a fantastic organisation.

A handwritten signature in black ink that reads "Jill Rodney". The signature is fluid and cursive, with a large loop at the end of the name.

Jill Rodney  
Chief Executive, Institute of Biomedical Science

# Governance

We have strengthened our governance arrangements over the past year and will continue to do so in 2014. The IBMS is run by its members for its members and we will continue to demonstrate the value and impact of our actions for our members, stakeholders and the public.

IBMS Council sets the strategic direction of the organisation, with the IBMS standing committees assisting Council in the governance of the IBMS. IBMS Council and standing committees work together to deliver the IBMS' ambitions and plans for the future.

### There are five standing committees:

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

There are currently 20 members of IBMS Council, with six National and eleven Regional representatives and they are directly elected by members. IBMS Council also includes the President, Past President and Treasurer.

The IBMS is a company limited by guarantee and a charity. Its governing documents are a Memorandum of Association and Articles of Association which were updated and adopted at the Annual General Meeting (AGM) in June 2013. Together they provide the Institute with a legal identity and specific powers.

IBMS Council ensures that the organisation is effectively led, properly run and meets the needs for which it was set up:

To support our members in their practice through education, training and set quality standards to enable our members to achieve excellence and provide the highest standards of service to patients and the public.

The IBMS Governance Handbook is available in the members-only section of the IBMS website [www.ibms.org/governance](http://www.ibms.org/governance)

# Our members

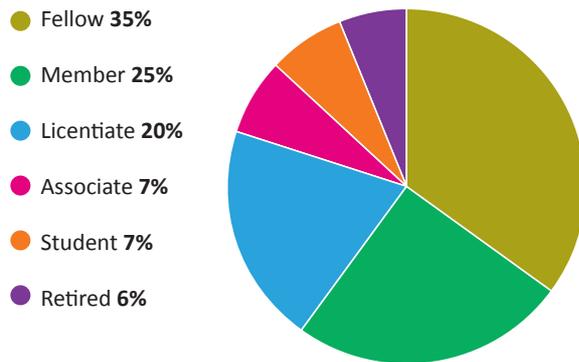
The IBMS has a diverse membership of over 18,000 people, ranging from university students to biomedical scientists who are leaders in their field. The majority of our members are based in the UK and Ireland, but around 1,000 are in other countries all over the world. Through their membership they can contribute to IBMS standards and policy, benefit from our services and work together in support of our mission: to become the world's leading membership body for biomedical science.

### Our thanks

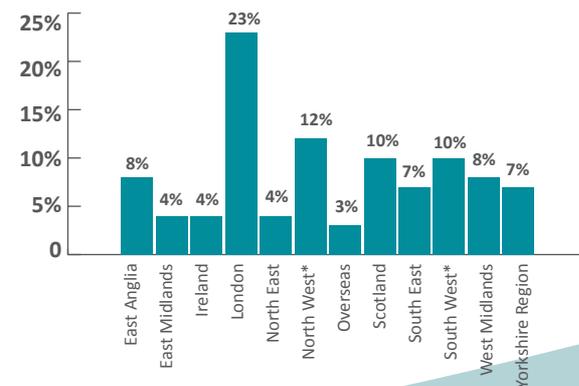
The IBMS is led by members for members. We would like to take this opportunity to thank all our members for their ongoing membership and support. We would also like to thank those members that have given their time in the numerous voluntary roles that are vital to the organisation and the profession.

To join visit [www.ibms.org](http://www.ibms.org)

### Members by class



### Members by region



\*Wales is served by the North West and South West Regions

# Corporate Strategy 2012-2015

The corporate strategy outlines a vision and a mission for the IBMS. The IBMS is dedicated to the promotion, development and delivery of excellence in biomedical science within all aspects of healthcare, and to deliver the highest standards of service to patients and the public

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

## Strategic priority 1: Supporting our Members

Enhancing Member services

We will:

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

## Extending our reach

We will:

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

## Strategic Priority 2: Professional development and standards

We will:

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

## Strategic priority 3: Advancement of biomedical science

We will:

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

## Strategic priority 4: Advocacy

We will:

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

## Strategic priority 5 : Organisational robustness

We will:

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

# Supporting our members

We are focused on delivering a range of benefits and services to support members in their professional practice at every stage of their career and in whatever workplace environment they are based.

## Enhancing member services

We continually look for ways in which we can improve the services we offer our members.

### Key highlights from 2013

- We improved our online Continuing Professional Development (CPD) portfolio to enhance ease of use and added new features such as the ability to upload scanned documents.
- On average over 650 members used our online CPD system every month.
- *The Biomedical Scientist* carried over 100 articles discussing scientific advancements, case studies and best practice across all disciplines.
- We launched IBMS Additions - a new member discount scheme offering savings on cinema tickets, travel, shopping and more. Visit [www.ibms.org/additions](http://www.ibms.org/additions)
- Our website had almost 510,000 hits and was visited by more than 250,000 people throughout the year.
- In response to member demand we improved our website content around membership, member benefits, registration and careers.

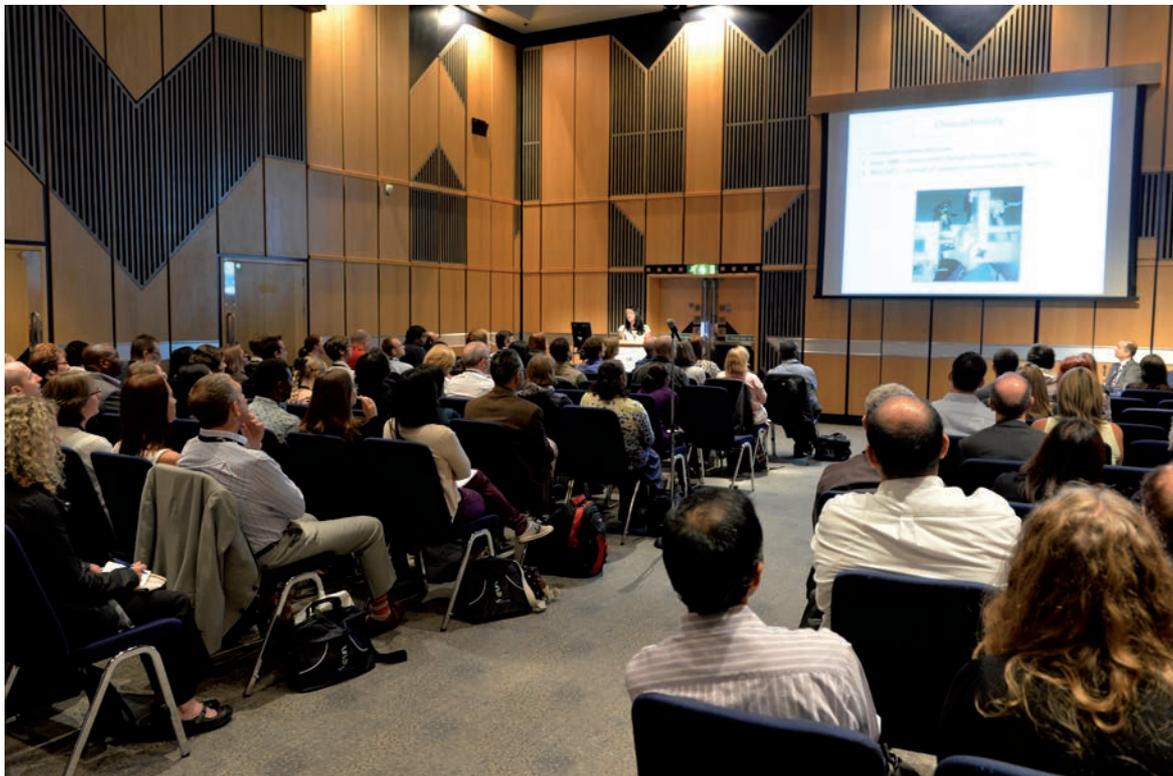
- We launched a new eStudent membership category which has already attracted more than 1,000 new members.
- We have grown our social media presence; we reached over 8,400 followers on our Facebook page, over 2,000 on Twitter and increased our LinkedIn Group to over 2,900.
- Our e-newsletter sends news and developments straight to the inbox of almost 20,000 subscribers every month.
- Our Legal Assistance Helpline supported over 300 members with various problems relating to employment, family and consumer disputes and property issues.

Members can access the Legal Assistance Helpline by visiting [www.ibms.org/legalhelpline](http://www.ibms.org/legalhelpline)

### Plans for 2014

- We are looking at different ways to deliver learning including one day courses and online learning.
- We are launching a new website in 2014.
- We are reviewing the non-standard and equivalence routes to corporate membership.
- We are reviewing the support we provide to our IBMS regions and branches.

To find out more about IBMS membership benefits visit: [www.ibms.org/benefits](http://www.ibms.org/benefits)



Members attend an IBMS CPD credited event



IBMS President, Derek Bishop, meets Professor Anthony Emeribe of the Medical Laboratory Council of Nigeria at the International Members Reception at Congress

## Extending our reach

We aim to support the development and delivery of biomedical science within all aspects of healthcare and seek to extend membership to those with equivalent qualifications and professional experience, including those working outside the NHS.

### Key highlights from 2013

- We revised our laboratory training approval process to ensure it is applicable to laboratories outside of the NHS.
- IBMS President and Chief Executive visited Spire Pathology Service in Elstree to discuss partnership working.
- An article outlining the history, aims and achievements of the IBMS was published in the relaunched *Journal of the International Federation of Clinical Chemistry and Laboratory Medicine* (eJIFCC).
- We worked with member Gemma Staite (LIBMS) to produce an article on ethics in biomedical science to mark International Laboratory Science Day featured on the IFBLS website.
- We held an International reception as part of IBMS Congress.

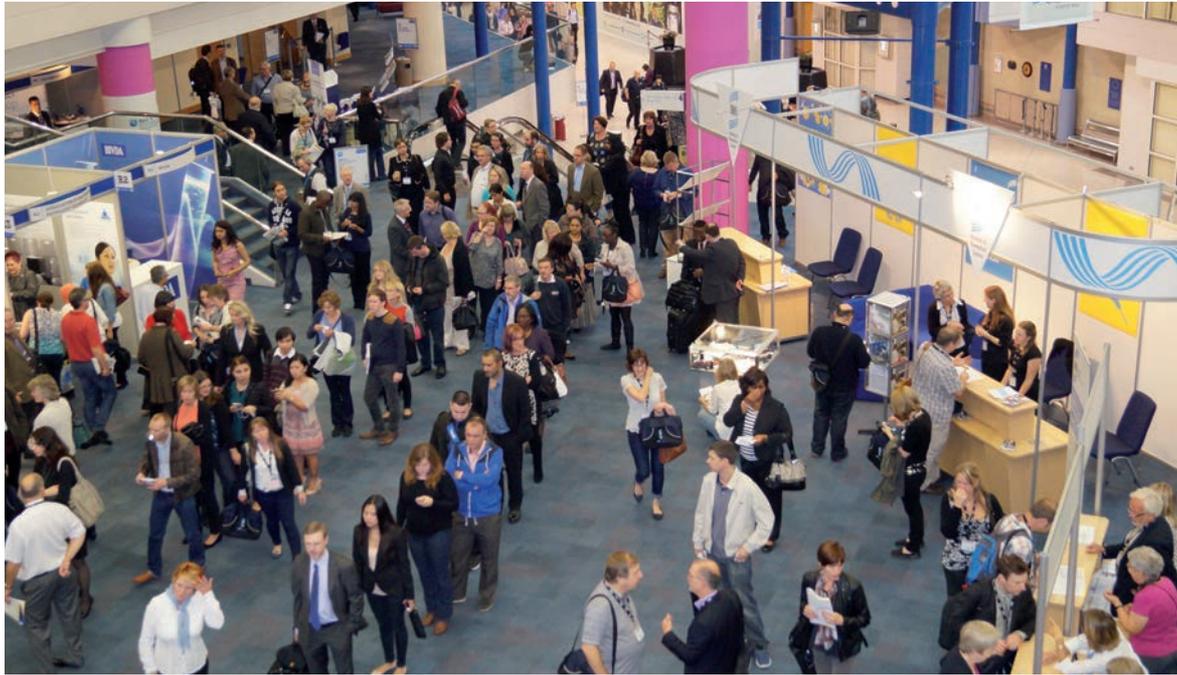
### Plans for 2014

- We are focusing our marketing efforts on supporting members in new working environments.
- We are developing a stakeholder management plan to enhance our stakeholder relationships.
- We are developing an International Membership strategy.

### Building links with industry

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

In 2014 we plan to strengthen our links with our Company Members, so that together we can support and develop our individual members.



IBMS Congress, September 2013

## Professional development and standard setting

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

### Key highlights from 2013

- We accredited 19 BSc honours degree programmes (including two in Healthcare Science) and four MSc degrees.
- We issued over 700 CPD Diplomas, nearly 600 IBMS Certificates of Competence and almost 500 IBMS Specialist Diplomas.
- We launched the Certificate of Achievement Parts I and II, a new qualification aimed at scientific support staff.
- We reviewed our Specialist Portfolio examination process to improve the support and guidance we offer members.
- We ran successful conferences on understanding and implementing the new ISO15189 laboratory accreditation standards.

- We signed up to the NHS 'Speaking up' charter to encourage members to raise concerns about poor practice and protect patient safety.
- Over 23,000 online journal based learning exercises were completed by members.
- We carried out over 1,000 CPD validations.
- We issued over 1,000 Registration Training and Specialist portfolios.
- We guided nearly 100 candidates through distance learning programmes to be awarded the IBMS Certificate of Expert Practice in Quality Management and the Certificate of Expert Practice in Training.
- We have the largest number of registrants (over 3,000) of all the Science Council's Licensed Bodies and have registered 74 new Chartered Scientists, 49 Registered Scientists and 13 Registered Science Technicians.

### Plans for 2014

- To support our members in a changing professional landscape we are developing IBMS policies on Staffing and Workloads in Clinical Diagnostic Laboratory Services, Supervision of Biomedical Support Staff and reviewing our Code of Conduct.
- We are developing a blood sciences qualification.
- We are continuing to review our online CPD portfolio to enable members to edit their portfolios and move to focus on the quality and value of CPD.

To find out more about education and training visit:

[www.ibms.org/qualifications](http://www.ibms.org/qualifications)

## Advisory Panels (APs)

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

### Key highlights from 2013

- Led the development and successful delivery of the science lecture programmes for IBMS Congress 2013.
- Supported members by providing JBL and Structured Reading activities.
- Provided discipline specific assessment of applications for the IBMS' research grants.
- Provided verifiers and examiners for the IBMS' registration and specialist portfolios.
- Identified suitable individuals for IBMS representation on external, local, national and government committees.
- Recommended new Clinical Pathology Accreditation (CPA) assessors who facilitate best practice in laboratory standards.
- Reviewed IBMS publications and contributed to external consultations.

To find out more about our APs please visit [www.ibms.org/panels](http://www.ibms.org/panels)

### Plans for 2014

- Lead on the development of the scientific programme for Congress 2015.
- Identify representatives and nominees to act on behalf of the IBMS at external committees.
- Contribute expert opinion to external consultations.
- Prepare the 2014 IBMS examinations.

To find out more about our APs please visit: [www.ibms.org/panels](http://www.ibms.org/panels)



IBMS Executives meet staff and students at Leicester De Montfort University



IBMS Congress, September 2013

# Advancement of biomedical science

## Congress in 2013

Our 10th biennial Congress took place on 23 – 25 September 2013. It is one of the largest and most influential events in laboratory medicine. Over 3,000 delegates attended three days of scientific, professional, networking and social events.

Congress 2013 reflected our ever-more interactive relationship with patients. We ensured that the programme reflected the scientific knowledge, technical skills, and personal qualities needed in our changing profession. It also took into account the fact that the scientific community within biomedical science is growing to accommodate the roles performed by support workers.

For more information on attending Congress visit: [www.ibms.org/congress](http://www.ibms.org/congress)

*“I enjoyed the experience and the shared knowledge and possibilities that science has to offer.”*

## Key highlights from 2012 and Centenary Events

- Keynote speakers included Derek Bishop (IBMS President), Professor Ian Cumming (Chief Executive, Health Education England), Ms Edna Robinson (Managing Director, NHS Clinical Commissioning Community) Dr Michael Ryan (Antrim Area Hospital) and Dr Archie Prentice (President, The Royal College of Pathologists).
- The Congress exhibition featured over 150 laboratory suppliers and manufacturers presenting their latest innovations and newest products.
- The History Committee completed a successful exhibit for the 2013 Congress on ‘The History of Diabetes.’ A poster display was complemented by an exhibition of early glucometers and insulin treatment devices.
- We introduced a New Technology Showcase focusing on the latest innovations and technology in biomedical science.

## Congress 2015 will take place on 27 – 30 September 2015, at the ICC in Birmingham.

Outside of Congress we continue to work with our members to ensure they can meet the challenges of new developments in science and technology and promote advances in the profession.

IBMS Fellows Phillipa Burns, Bernard Wood and Malcolm Armstrong won the ‘AHP and Healthcare Scientist: Leading Together on Health’ award at the Advancing Healthcare Awards 2013 for their project to improve the diagnosis and treatment of pacemaker pocket infections through effective teamwork.

IBMS Fellow Cheryl Blair was awarded an MBE in the Queen’s Birthday Honours for the Promotion of Pathology Accreditation and Quality Standards.

IBMS Fellow James Campbell, a research microbiologist working in Vietnam, was awarded the Ho Chi Minh medal by the Vietnamese government for his outstanding contribution to science.

### **IBMS Awards and Honours**

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

#### **Vice President**

IBMS Fellow and Past President James Kenneth Rae was elected as a Vice President of the IBMS at the 71st AGM held in London on 8 June 2013.

#### **Fifty-Year medals**

Fifty-Year medals are awarded to members with half a century of continuous membership. During 2013 we awarded 51 medals and would like to thank all the medal recipients for a lifetime of support.

#### **Life Members**

Life membership is awarded to members who have made a significant professional contribution, over at least 10 years, at regional, national or international level.

Four members received Life membership in 2013: John Hepworth CSci FIBMS, John James CSci FIBMS, Jennifer Johnson MSc CSci FIBMS and Christopher Wall FIBMS.

#### **R J Lavington Prize**

Established in 1977 in memory of the man who was General Secretary of the IBMS for 22 years (1948-1970) this prize is awarded annually to the candidate who, at the first attempt, receives the highest mark in the Higher Specialist Diploma (HSD) examination across all disciplines. The 2013 R J Lavington Prize was awarded to Jamie West for his examination result in Clinical Chemistry.

#### **Company Members' Prize**

Established in 2007 and awarded annually to the candidate who, at their first attempt, receives the highest mark in each discipline of the Higher Specialist Diploma examination.

Anna Long – Cellular Pathology  
William Rivenberg – Virology  
Gemma Ruck – Transfusion Science  
Sarah Saxon – Cytopathology  
Trudy Walker – Immunology  
Jamie West – Clinical Chemistry

#### **Research Grants**

IBMS Research Grants are awarded annually to members to support original investigations and other suitable research work. The grants awarded are usually between £500 and £5,000. In 2012/2013, we awarded £27,000 of grants.

#### **President's Prize**

We sponsor an annual prize for one student graduating from each university offering an IBMS accredited BSc (Hons) degree programme in biomedical science. Each university or college awards the prize according to its own defined criteria to graduates who achieve high academic distinction. During 2012/2013 we awarded 44 prizes.

#### **New for 2014**

The Mary Macdonald Prize for Achievement and Bursary are being established in the memory of the late IBMS Council member Mary Macdonald.

For more info visit [www.ibms.org/awards](http://www.ibms.org/awards)



*President's Prize certificates and 50 year medal presented at our 2013 AGM*

# Advocacy

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

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

## Key highlights from 2013

- Our President, Council members and Chief Executive have attended events to ensure members' views are represented in the areas members deem crucial for the profession, including the NHS England Pathology Quality Assurance Review and the Health Service Journal conference – Pathology: fit for today, fit for the future.
  - We have continued to work closely with the Departments of Health (DH), the Health and Care Professions Council (HCPC), The Royal College of Pathologists (RCPATH), The Association for Clinical Biochemistry and Laboratory Medicine (ACB) and other organisations at IBMS events over the last year.
  - Our President, Derek Bishop, was awarded Honorary Fellowship of The Royal College of Pathologists.
  - IBMS Council attended a strategic policy development day to determine how we can proactively influence key stakeholders.
  - We established a working group and developed an action plan to address the recommendations of the Francis Report in order to identify ways in which our members can respond positively to its recommendations.
  - We have continued to post reports from Council members who attend external events on behalf of the IBMS on our website.
- Our members were involved in hundreds of events to raise the profile of the profession, including Meet the Secret Service of the NHS, National Healthcare Science Week, the School Science Conference and at the Big Bang Fair.
  - We have raised our profile through media coverage in *The Telegraph*, *Health Service Journal*, *British Journal of Healthcare Management*, *i-studentglobal* magazine, *Science in Parliament* and local press.
  - We worked with the Parliamentary and Scientific Committee to sponsor the Biological & Biomedical Sciences session of SET for Britain that supports early career researchers and future scientists.
  - We have continued to work with our Advocacy Focus Group to hear from our members how we can influence policy and raise our profile.



IBMS President Derek Bishop at the SET for Britain awards with Bronze Prize winner Dr Nicola Hemmings from the University of Sheffield



IBMS member Diane Anderson during a successful public engagement event at the Glasgow Science Centre

- We responded to the following consultations:

Department of Health - Health Care and Associated Professions (Indemnity Arrangements) Order 2013, May 2013.

Health Education England – Our Strategic Intent, February 2013.

Medicines and Healthcare Products Regulatory Agency (MHRA) - The revision of European Legislation on Medical Devices, January 2013.

Health and Care Professions Council (HCPC) - Consultation on Service User Involvement in Education, December 2012.

#### Plans for 2014

- We will work with NHS England and pathology leaders to respond to the recommendations of the Pathology Quality Assurance Review.
- We will work with the Advocacy Focus Group to improve the support we provide for our members and make an impact on the policy areas that are important to them
- We will work to raise the profile of the profession with policymakers and the public



*A budding young scientist at the IBMS Scotland events at the Meet the Secret Service of the NHS*

# Organisational robustness

We want to build an even more efficient organisation that is sustainable with the capacity to deliver our mission effectively. We want to ensure our resources are used to support our members in the most effective way possible. To achieve this we need to utilise new technology and attract and retain high-calibre staff.

#### Key highlights from 2013

- We launched our Customer Service Charter to pledge our commitment to providing excellent service to our members and other stakeholders.
- We continued to improve our operational efficiency and deliver value for money through sound financial and risk management and the strengthening of internal controls.
- We delivered our cost improvement programme.
- We reorganised our structures internally to align our work with the objectives of the Council standing committees.
- The first recorded cataloguing of the contents of the library (now known as 'The Mercer Collection') was completed by IBMS History Committee member Dr David Petts, with over 1,700 titles listed.

#### Plans for 2014

- We are reviewing our membership database system, with a view to offering enhanced access for members via the members-only section of the website and improving communication channels.
- A review of the complete collections of all of the Institute publications since 1912 has been carried out and it is planned to donate at least one collection to a national library for safekeeping and public availability.

# Group statement of financial activities for the year ended 30th September 2013

## Summary Income and Expenditure Account

	Unrestricted Funds	
	2013 £	2012 £
<b>Incoming Resources</b>		
<b>Incoming Resources from Charitable Activities</b>		
Subscriptions	2,095,547	2,045,621
Qualifications	220,960	157,265
Registration	130,760	109,395
Publications	24,590	32,679
Regions and branches activities	94,535	198,345
<b>Activities for Generating Funds</b>		
Conferences	1,127,273	1,056
Investment income	181,799	165,011
Other income	148,013	42,550
<b>Total Incoming Resources</b>	<u>4,023,477</u>	<u>2,751,922</u>
<b>Resources Expended</b>		
<b>Costs of Generating Funds</b>		
Conferences	770,354	923
Costs of other services provided	1,971	5,368
<b>Charitable Activities</b>		
Qualifications	122,747	105,469
Registration	43,287	36,714
Publications	41,893	41,913
Regions and branches activities	120,073	219,301
Chartered scientist	75,785	74,891
Registered scientist	1,035	-
Membership representation	60,889	79,058
Membership benefits	55,422	54,755
Grants and prizes	30,506	21,185
Support costs	812,623	803,512
Management and administration	873,942	878,789
<b>Governance Costs</b>	49,829	55,610
<b>Other Resources Expended</b>		
Corporation Tax	24,699	4,685
Irrecoverable VAT	66,349	88,960
Other finance cost of defined benefit pension scheme	(17,000)	15,000
<b>Total Resources Expended</b>	<u>3,134,404</u>	<u>2,486,133</u>
<b>Net Incoming Resources</b>	<b>889,073</b>	<b>265,789</b>
Investment gains/(losses)	253,513	283,089
Actuarial gain on defined benefit pension scheme	(434,000)	459,000
<b>Net Movement in Funds for the Year</b>	<b>708,586</b>	<b>1,007,878</b>
Total funds brought forward	<u>8,255,951</u>	<u>7,248,073</u>
Total funds carried forward	<u>8,964,537</u>	<u>8,255,951</u>

## Group Balance Sheet as at 30th September 2013

	Unrestricted Funds	
	2013	2012
	£	£
<b>Fixed Assets</b>		
Tangible assets	1,081,725	1,160,251
Investments	4,255,294	4,001,781
	<u>5,337,019</u>	<u>5,162,032</u>
<b>Current Assets</b>		
Stock	1,533	3,988
Debtors	584,328	634,407
Regional bank balances	264,757	377,678
Cash at bank and in hand	3,698,910	2,632,323
	<u>4,549,528</u>	<u>3,648,396</u>
<b>Creditors:</b> amounts falling due within one year	<u>1,250,010</u>	<u>1,203,477</u>
<b>Net Current Assets</b>	<u>3,299,518</u>	<u>2,444,919</u>
<b>Total Assets Less Current Liabilities</b>	8,636,537	7,606,951
<b>Defined Benefit Pension Scheme Asset</b>	<u>328,000</u>	<u>649,000</u>
<b>Net Assets</b>	<u>8,964,537</u>	<u>8,255,951</u>
<b>Unrestricted Funds</b>		
Accumulated fund	7,671,537	6,895,464
Revaluation Reserve	965,000	711,487
Pension Reserve	328,000	649,000
	<u>8,964,537</u>	<u>8,255,951</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.



N Kirk  
President



R A I Simpson  
Treasurer



J Rodney  
Chief Executive

Approved by Council on 7 March 2014.

You can view the full Trustees' Annual Report and Accounts online at [www.ibms.org/accounts](http://www.ibms.org/accounts)

### Independent auditor's statement to the Council of the Institute of Biomedical Science.

We have examined the summarised financial statements for the year ended 30 September 2013.

This report is made solely to the Company's members, as a body, in accordance with section 427 of the Companies Act 2006. Our work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, for our audit report, or for the opinions we have formed.

#### Respective responsibilities of the Council and the auditor

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

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

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

We conducted our audit work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the company's full annual financial statements describes the basis of our opinion on those financial statements.

#### Opinion

In our opinion the summarised financial statements are consistent with the full annual financial statements and the Trustees' Annual Report of the Institute of Biomedical Science and complies with the applicable requirements of section 427 of the Companies Act 2006, and the regulations made thereunder for the year ended 30 September 2013.

Ellis Atkins, Chartered Accountants and Registered Auditors  
1 Paper Mews, 330 High Street, Dorking, Surrey RH4 2TU  
Dated 7 March 2014

# 2012/13 Council Members

Name	Position	Council meeting attendance	Standing Committees attendance
<b>Council Officers</b>			
<b>Mr Derek Bishop</b>	President January 2012 to December 2013	7 December 2012 1 March 2013 7 June 2013 6 September 2013	Chair – Executive and Finance Committee 26 October 2012 25 January 2013 26 April 2013 26 July 2013 Chair - Remuneration Committee 1 July 2013
<b>Mr Nicholas Kirk</b>	President Elect January 2013 to December 2013	7 December 2012 1 March 2013 7 June 2013 6 September 2013	Executive and Finance Committee 25 January 2013 26 April 2013 26 July 2013 Education and Professional Standards Committee (until December 2012) 26 October 2012 25 January 2013 Remuneration Committee 1 July 2013
<b>Mr Robert Simpson</b>	Treasurer January 2013 to present	1 March 2013 7 June 2013 6 September 2013	Executive and Finance Committee 25 January 2013 26 April 2013 26 July 2013 Remuneration Committee 1 July 2013
<b>Current Regional and National Council Members</b>			
<b>Dr Valerie Bevan</b>	Council Member London	7 December 2012 1 March 2013 7 June 2013	Membership Committee 26 October 2012 25 January 2013 26 April 2013 26 July 2013
<b>Mr Clinton Blackburn</b>	Council Member North East	1 March 2013 7 June 2013 6 September 2013	Membership Committee (until April 2013) 26 October 2012 Education and Professional Standards Committee (from July 2013) 15 July 2013 Audit Committee 11 February 2013
<b>Mr David Eccleston</b>	Council Member North West	7 December 2012 1 March 2013 7 June 2013	Deputy Chair – Education and Professional Standards Committee 26 October 2012 25 January 2013 26 April 2013 Executive and Finance Committee 26 October 2012 25 January 2013 26 April 2013 26 July 2013

Name	Position	Council meeting attendance	Standing Committees attendance
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**Current Regional and National Council Members continued**

<b>Ms Alison Geddis</b>	Council Member National	7 December 2012 7 June 2013 6 September 2013	Education and Professional Standards Committee 25 January 2013 15 July 2013
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<b>Ms Jennifer Hancock</b>	Council Member Wales	7 December 2012 1 March 2013 6 September 2013	Membership Committee (until April 2013) 25 January 2013 26 April 2013 Education and Professional Standards Committee (from July 2013) Ms Hancock was unable to attend this meeting.
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<b>Ms Betty Kyle</b>	Council Member Scotland	7 December 2012 1 March 2013 7 June 2013 6 September 2013	Education and Professional Standards Committee 26 October 2012 25 January 2013 26 April 2013 15 July 2013 Executive and Finance Committee 26 July 2013
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<b>Mr James Gordon McNair</b>	Council Member Ireland	7 December 2012 1 March 2013 7 June 2013 6 September 2013	Membership Committee 26 October 2012 25 January 2013 26 April 2013 26 July 2013 Executive and Finance Committee 26 October 2012 25 January 2013 26 April 2013 26 July 2013
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<b>Ms Christine Murphy</b>	Council Member Yorkshire	7 December 2012 1 March 2013 7 June 2013	Chair – Education and Professional Standards Committee 26 October 2012 26 April 2013 15 July 2013 Executive and Finance Committee 26 October 2012 25 January 2013 26 April 2013
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<b>Dr Jane Needham</b>	Council Member South East	7 December 2012 1 March 2013 7 June 2013 6 September 2013	Education and Professional Standards Committee (until April 2013) 26 October 2012 25 January 2013 26 April 2013 Membership Committee (from July 2013) 26 July 2013 Remuneration Committee 1 July 2013
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Name	Position	Council meeting attendance	Standing Committees attendance
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**Current Regional and National Council Members continued**

<b>Ms Joyce Overfield</b>	Council Member National	7 December 2012 1 March 2013 6 September 2013	Membership Committee (until April 2013) 26 October 2012 26 April 2013 Education and Professional Standards Committee (from July 2013) 15 July 2013 Remuneration Committee 1 July 2013
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<b>Ms Debra Padgett</b>	Council Member National	7 December 2012 1 March 2013 7 June 2013 6 September 2013	Membership Committee 26 October 2012 26 April 2013 26 July 2013
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<b>Mr Daniel Smith</b>	Council Member National	7 December 2012 1 March 2013 7 June 2013 6 September 2013	Deputy Chair – Membership Committee 26 October 2012 25 January 2013 26 April 2013 26 July 2013 Executive and Finance Committee 26 October 2012 25 January 2013 26 April 2013 26 July 2013
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<b>Mr Ian Sturdgess</b>	Council Member East Midlands	1 March 2013 7 June 2013	Chair – Membership Committee 25 January 2013 26 July 2013 Executive and Finance Committee 25 January 2013 26 July 2013
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<b>Mr Andrew Usher</b>	Council Member South West	7 December 2012 1 March 2013 7 June 2013 6 September 2013	Membership Committee (until April 2013) 26 October 2012 Education and Professional Standards Committee (from July 2013) 15 July 2013 Remuneration Committee 1 July 2013
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**Previous Council Members**

<b>Professor Hardial Chowdrey</b>	Council Member National Ceased June 2013	7 December 2012 1 March 2013 7 June 2013	Education and Professional Standards Committee (until April 2013) 26 October 2012 25 January 2013
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<b>Mrs Mary Macdonald</b>	Council Member West Midlands Ceased June 2013	Mrs Macdonald was unable to attend during the period	Education and Professional Standards Committee (from October 2012)
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Name	Position	Council meeting attendance	Standing Committees attendance
<b>Previous Council Members continued</b>			
<b>Mr James Kenneth Rae</b>	Past President January 2012 to December 2012 Acting Treasurer January 2012 – December 2012 Ceased December 2012	7 December 2012	Executive and Finance Committee 26 October 2012
<b>Mr Graham Wilson</b>	Council Member National Ceased June 2013	7 December 2012 1 March 2013	Education and Professional Standards Committee (until April 2013) 26 October 2012 25 January 2013 26 April 2013 Audit Committee 11 February 2013
<b>New Council Members Elected in June 2013</b>			
<b>Ms Helena Kilgariff</b>	Council Member West Midlands	6 September 2013	Education and Professional Standards Committee (from July 2013) Ms Kilgariff was unable to attend this meeting.
<b>Ms Sandra Richards</b>	Council Member National	6 September 2013	Membership Committee (from July 2013) 26 July 2013
<b>Mr Allan Wilson</b>	Council Member National	6 September 2013	Membership Committee (from July 2013) 26 July 2013



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