



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

t: +44 (0)20 7713 0214  
f: +44 (0)20 7837 9658  
e: [mail@ibms.org](mailto:mail@ibms.org)  
w: [www.ibms.org](http://www.ibms.org)  
[www.ibms.org/followus](http://www.ibms.org/followus)

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

# Members' Report 2014/15

Science in the  
Service of life



**Copyright and disclaimer**

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

# Members' Report 2014/15

Science in the  
Service of life



**IBMS**

Institute of  
Biomedical Science



President's  
Foreword

## The past year has been a time of new challenges and opportunities for our profession, with increasing demand on pathology services and rapid evolution in technology and practice.

We have listened to members and worked with pathology stakeholders to address the issues that you have said are important to you. The Institute's Council have been working with UKAS, the Departments of Health and NHS England to ensure your views on the transition to ISO15189, productivity and performance and widening patient access to pathology information are represented at the highest levels.

We have worked with our partners in pathology to support our members and the wider profession in delivering safe, high quality care; addressing pathology quality assurance, professional proficiency and outcomes for patients with cancer in joint statements with the Royal College of Pathologists (RCPATH) and the Association for Clinical Biochemistry and Laboratory Medicine (ACB). We responded to high level policy developments impacting on our members' practice including; NHS England's

The Five Year Forward View and Sir Robert Francis QC's Freedom to Speak Up Review. We have supported devolved governments in Scotland, Wales and Northern Ireland to deliver pathology service initiatives and taken part in the Healthcare Science four country event, examining key issues for the profession including seven day services, benchmarks, quality and safety.

We have a central role to play in empowering our profession to achieve the highest professional and educational standards and providing recognition of the breadth and depth of our members' skills and experience. We value our role in upholding standards of proficiency for biomedical scientists and are delighted that, in addition to reaffirming our Certificate of Competence routes to registration, the Health and Care Professions Council (HCPC) have approved our equivalence route to registration as a biomedical scientist.

We have also enhanced the support we offer laboratories in achieving professional quality standards and delivering training that develops a highly skilled workforce able to adapt to new and complex technologies; updating our benchmark@ guidance for Quality Management in Laboratories and our guidance and standards for laboratories applying for Institute training approval.

As a member of the Institute's Council, and now as President, I have had the privilege of meeting many of our members, gaining invaluable insight into your concerns and aspirations for the profession and a greater appreciation of the vital contribution you make to the Institute. I would like to thank everyone who has made the Institute the outstanding organisation that it is; from Council shaping the policies and governance of the Institute, to our Advisory Panel members whose expertise makes Congress the leading UK biomedical science conference, to all the Institute's Continuing Professional Development (CPD) and Region and Branch Officers, portfolio Verifiers and Examiners and representatives and members who support and promote the profession. I look forward to working with many more of you in the coming year; listening to your ideas and advancing our professional body together.

**Ian Sturdge CSci FIBMS**  
President



Chief Executive's  
Welcome

## This year has brought the professionalism and dedication of our members into ever sharper focus.

I have been inspired by the commitment and generosity of so many of our members; from volunteers who helped tackle the Ebola outbreak in Sierra Leone, to members recognised by the Chief Scientific Officer, Science Council and the NHS for their leadership, innovative practice and excellence, to Institute representatives who work with policy makers and the public to promote our profession and ensure our central role in healthcare is recognised. The Institute is proud to be able to develop and support such outstanding ambassadors for our profession.

We are proud to offer support and services that enable our members to excel personally and professionally. Our tailored vocational qualifications and Continuing Professional Development (CPD) scheme, along with regular officer training and update days and candidate preparation days, have enabled our members to develop their practice and achieve recognition of their knowledge and skills.

2015 saw the Institute enhance our offering of professional development opportunities for members at every stage of their careers. We held our inaugural laboratory support staff programme at Congress 2015 and presented our first student Biomedical Science Careers Expo. We also launched a new Diploma in Biomedical Science to enable the recognition of members' multi-disciplinary post-registration training and ran dedicated sessions supporting members undertaking Institute qualifications at Congress 2015.

**Jill Rodney**  
Chief Executive

We have also reaffirmed our commitment to inclusiveness and accountability, assuring greater opportunity for members to fulfil their potential. We have developed an Equality, Diversity and Inclusion strategy, opened Institute Committees to member observers and will be welcoming our first lay member to the Institute's Council in 2016.

Our members' collective knowledge and experience form the backbone of our professional body, so it is essential that our members' views shape the Institute. We have sought your views on the issues that are most important to you through our Member Engagement Group and surveys on best practice, eLearning, CPD and qualifications. Members in Wales voted for the creation of the own region to better represent their views and respond to issues affecting them. I look forward to working with Council, members and IBMS staff in the coming year to deliver improved services and the support that you need to flourish in your practice and professional activities.

# Our year at a glance...

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

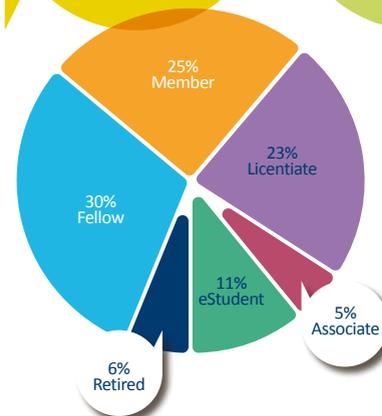
Over **20,000** members

**77** company members

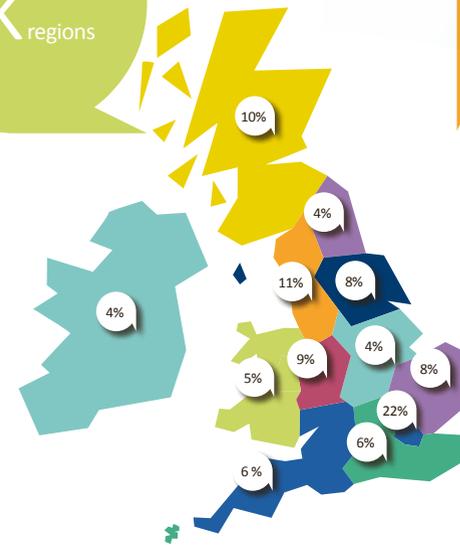
Over **3,000** member applications, upgrades and re-joiners



**%** of members in each membership grade



of our membership in **UK** regions



Almost **700** international members...



...in **63** countries worldwide

# Corporate Strategy 2015-2018

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

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

## Strategic priority 1: Supporting our members

The Institute is a professional body dedicated to biomedical science and those who practise it.

The retention of our current membership is key to maintaining the Institute's unique body of knowledge and the success of the Institute. As the professional landscape changes, we will engage and communicate with our members to ensure that we remain relevant, advance the profession, tailor our membership benefits and continue to innovate to meet changing needs. We will ensure members are awarded the highest grade of membership as appropriate to their qualifications and experience.

We will work in partnership with our industry/company members to showcase the latest developments in biomedical science.

We will also attract new members to the Institute by extending our reach and appeal both in the home nations and internationally.

During 2015-2018, we will adopt a two pronged approach to achieving this priority

### Action: Enhancing member services

We will

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

### Action: Extending our reach

We will:

- Encourage and support membership of biomedical science professionals from beyond the NHS and outside our traditional areas of practice.
- Enhance our inclusive approach 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, membership progression 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

The Institute, through its members, is the owner and custodian of a unique body of knowledge and skills, and the lead organisation for professional standard setting and promoting excellence in biomedical science practice. The institute's lead professional body status is externally recognised via the key role it plays in degree accreditation, determining the QAA benchmark statement, HCPC standards of proficiency for biomedical scientists and its licensing body status conferred by the Science Council.

The Institute creates, reviews and maintains standards for professional practice and conduct that support members in delivering high quality care.

During 2015-2018 we will build upon this custodial role and advance our role in the development of the profession and those who practise it.

### Action

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.
- Continuously 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 and

facilitates progression.

- Produce guidance on standards and ethics that is fit for purpose in a changing environment.
- Play a key role in supporting and enhancing CPD.
- Enhance our reputation as the recognised custodians of a unique body of professional knowledge.

## Strategic priority 3: Advancement of biomedical science

The Institute has been at the heart of biomedical science for over 100 years, and we will continue to ensure that our members are equipped to meet the challenge of new developments in biomedical science and technology.

We will be the organisation that leads, guides and advises those who use biomedical science knowledge and skills to deliver patient care in all environments. We will promote biomedical science as a defined area of knowledge and expertise that underpins the delivery of healthcare, research and high quality patient care.

We will support individual and collaborative research in biomedical science through research grants, accreditation of academic courses and by providing opportunities to engage with the profession, patients and the wider public.

We will use our unique position to inform governments, education commissioners, healthcare providers and commissioners and service users on the biomedical science workforce, its skills and contributions. We will advise on measures to ensure that the most appropriately skilled and qualified workforce, wherever it is practised, supports biomedical science practice.

### Action

We will

- Build on our reputation as the recognised authority on biomedical science.
- Issue definitive advice, guidance and

standards for best biomedical science practice. Establish mechanisms to identify best practice nationally and internationally and promote adoption.

- Promote developments in biomedical science informed by academic research, translational studies and innovation.
- Provide the forum of choice for the publication of biomedical science research.
- Promote the wider aspects of biomedical science research to society.
- Ensure that the biomedical workforce has the knowledge and skills to embrace new and changing technologies.
- Become the recognised interface between academia and employers to ensure that courses are current, relevant and offer biomedical science graduates the best career opportunities across all industry sectors and internationally.
- Engage with others to share our evidence based best biomedical science practice.

## Strategic priority 4: Advocacy

The Institute acts for, and on behalf of, its members. A strong and growing membership creates a powerful voice for biomedical science and its practitioners, and so promoting the profession and practice of biomedical science is a key function of the Institute.

We will work to ensure that the voice of biomedical science is both heard and listened to, and that the contribution of biomedical science to healthcare is widely recognised. We will also encourage our members to play an active role as ambassadors and a voice for the profession.

### Action

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.

- Work on behalf of members to identify the opportunities presented by the liberalisation of the EU and global markets as they impact on the profession.

## Strategic priority 5: Organisational robustness

The Institute must be able to demonstrate that it is well run and fit for purpose.

We also need to be able to demonstrate the impact of our actions for the benefit of our members and to fulfil our charitable objects.

During 2015-2018, we will continue to strengthen our governance arrangements to ensure that we have the right people and processes in place to deliver our ambitions and plan for the future.

### Action

We will:

- Ensure the Institute is fit for purpose to support and promote the development of biomedical science.
- Ensure that we develop and maintain corporate and organisational knowledge within Council and staff to support the delivery of our strategy.
- Ensure the Institute is adequately resourced to deliver its strategic objectives.
- Ensure that the scope of the Institute's activities provide a sustainable platform for the Institute to continue as a going concern.
- Demonstrate good management and stewardship of all resources.
- Continue to review and document the Institute's processes and procedures to support good governance.
- Ensure our staff are employed in a corporate culture that values and supports their development.
- Ensure a robust corporate risk plan is in place and actively managed.
- Develop a strategy to encourage a diverse pool of members to stand for Council.

# Supporting our members

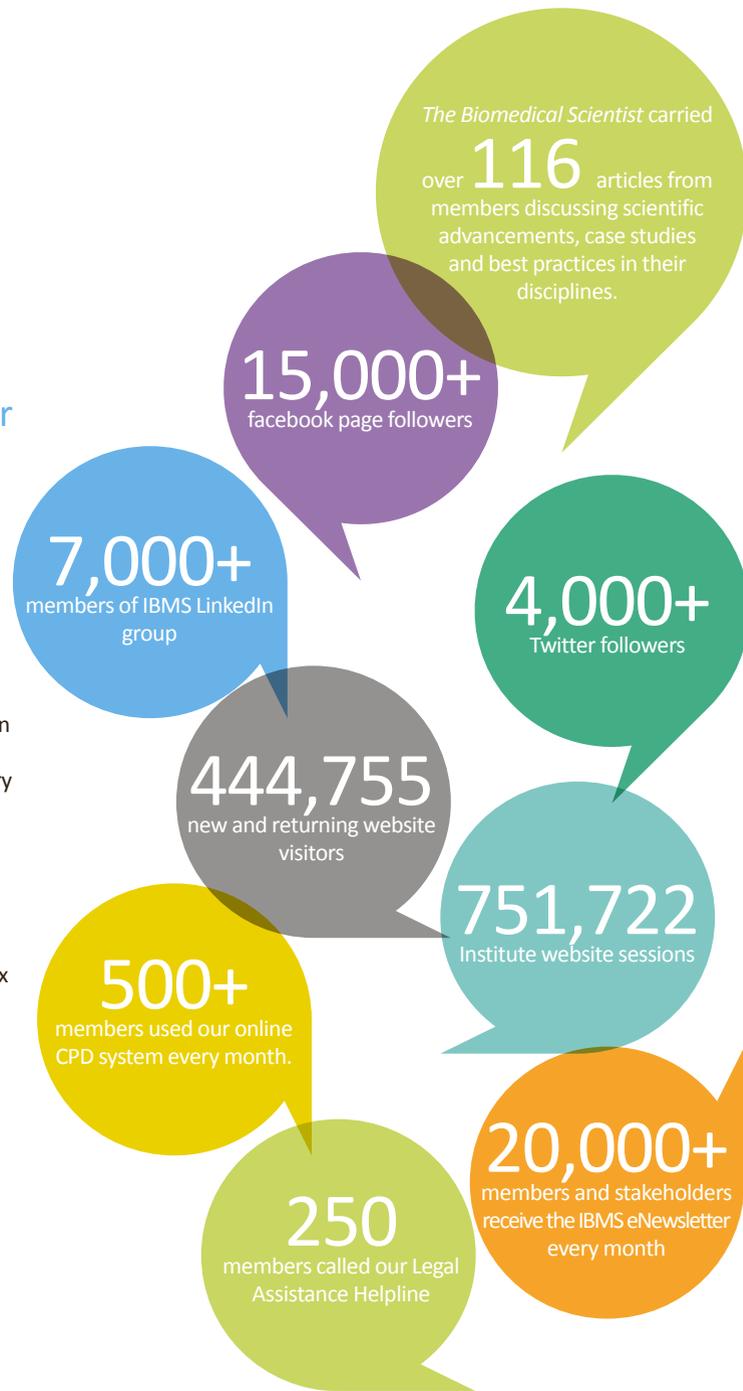
As a membership body we are focused on delivering a range of benefits and services to support members in their professional practice at whatever stage they are in their career or the context in which they work.

## Enhancing Member Services

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

### Key Highlights from 2014/5

- Members overwhelmingly voted for the creation of a Welsh Region to ensure better representation and that we respond more effectively to the issues affecting our members living and working in Wales.
- We waived membership fees for members returning from voluntary work tackling the Ebola outbreak in Sierra Leone.
- We held Portfolio Training days to support Institute Verifiers and Examiners, Training Officers and candidates.
- We held CPD Officer Update days to help CPD Officers better support our members undertaking CPD.
- We hosted the first ever joint Institute student employability event with student members of the Natural Sciences Society at Middlesex University, London.
- We surveyed members on improvements to the Institute website and Continuing Professional Development (CPD) scheme.
- We enhanced our member benefits with the launch of electronic, interactive editions of *The Biomedical Scientist* for eReader, mobile phone and tablet users.
- We published the *IBMS Guide to Social Media for Members* following requests from members for guidance on using social media.



Members of the IBMS affiliated Middlesex University Natural Sciences Society with Dr Celia Bell, Head of Department of Natural Sciences, Middlesex University.

## Extending our Reach

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

### Key Highlights from 2014/5

- We recruited an International Development Consultant to deliver the Institute International strategy.
- Associate Professor Dr Mohd Nazil Salleh CSci FIBMS was the first Institute member in Malaysia to become a Chartered Scientist.
- Institute member Ben Swift, was the first Anatomical Pathology Technologist (APT) to become a Registered Scientist (RSci) in the UK.
- We welcomed nine new Institute student affiliate societies.
- Our members around the country supported the International Federation of Biomedical Laboratory Science (IFBLS), celebrating International Biomedical Laboratory Science Day.



Volunteer biomedical scientists from Public Health England's (PHE) Ebola response laboratory team receiving samples at the Ebola treatment centre in Kerry Town, Sierra Leone.

We supported members at all professional levels to achieve recognition through the Science Council registers.

This year we registered:

**14 new**  
Registered Science Technicians

We carried out **5** member surveys on topics including: best practice, eLearning and Institute qualifications.

**41 new**  
Chartered Scientists

**14 new**  
Registered Scientists

We celebrated our **100th** member to achieve Registered Scientist status, Katy Bisson



Find out more about Institute membership at [www.ibms.org/join](http://www.ibms.org/join)

# Awards and Honours

We are proud to celebrate our members' commitment and the vital contribution they make to healthcare. Congratulations to all of our members who have received awards and honours recognising both service to the Institute and the profession.

David Frost MIBMS alongside his award winning portrait of colleague Craig Powell.



## Industry Awards and Honours

**David Frost MIBMS** won the Royal College of Pathologists' (RCPATH) Pathology Portraits competition.

**Christine White CSci FIBMS** was presented with the Award for Organisational Lead Scientist of the Year at the Healthcare Science Awards 2015.

**Mark Cioni FIBMS** and **Catherine Pike** won the Chief Scientific Officer's Award for Clinical Leadership at the Advancing Healthcare Awards.

**Sue Alexander CSci FIBMS** was part of the Science4U Organising Committee who won the Healthcare Science Ambassador of the Year award at the 2015 Healthcare Science Awards.

**Joan Jones CSci FIBMS** was awarded an MBE in the Queen's Birthday Honours List.

**Claire Richardson MIBMS** and her colleagues won joint first prize for her poster submission to the Scottish Healthcare Scientist National event held in Edinburgh.

**Gordon Sutehall MSc DMS CSci FIBMS** and **Laura Green RSciTech** received commendations at the Science Council Annual CPD Monitoring Workshop.

Our eStudent membership won the award for Best New Product Development at the Association Awards 2014.

Our new routes to membership were highly commended at the MemCom 2015 Awards in the Member Recruitment category.



Professor Sue Hill, Chief Scientific Officer, Mark Cioni FIBMS, Catherine Pike and Roy Lilley at the Advancing Healthcare Awards.



Gordon Sutehall CSci FIBMS receives his commendation from Trevor Lewis, Chair of the Science Council's CPD Learning Group.

## IBMS Awards and Honours

### Fifty year medals

Fifty year medals are awarded to members with half a century continuous membership. During 2014/15 we awarded 76 medals, we would like to thank all our fifty year medal recipients for a lifetime of support.

Mr Robert Banks CSci FIBMS  
 Mr Ian Barr FIBMS  
 Mrs Susan Barraclough FIBMS  
 Mr Philip Blackburn MSc FIBMS  
 Miss Gillian Broome FIBMS  
 Mrs Janet Brown MIBMS  
 Mr Andrew Caldwell FIBMS  
 Ms Susan Chipp FIBMS  
 Mr Ian Copplesstone FIBMS  
 Mr Alan Dean MIBiol MSc FIBMS  
 Mr George Deane FIBMS  
 Mr Paul Dynan FIBMS BA STB MA  
 Mrs Jill Eagles FIBMS  
 Mr Harry Elliott FIBMS  
 Miss Barbara Frost CSci FIBMS  
 Mr John Gee FIBMS  
 Miss Jocelyn Germain FIBMS  
 Mr David Gravell FIBMS  
 Mr David Hackney FIBMS  
 Mr David Haggan CSci FIBMS  
 Mrs Carol Hall MIBMS  
 Mrs Linda Heath FIBMS  
 Mr Robert Henley FIBMS  
 Mr Robert Herbertson FIBMS  
 Mr Roger Higham FIBMS  
 Mrs Christine Hivey FIBMS  
 Mrs Margaret Holden CSci FIBMS  
 Mr William Hollishead FIBMS  
 Mrs Janice Horton FIBMS  
 Mr Ian Howe FIBMS  
 Mr Kenneth Irwin FIBMS  
 Mr James Ito FIBMS  
 Mr Ian Edward Johnson FIBMS  
 Mr James Jones FIBMS  
 Mr Peter Kay BA CSci FIBMS  
 Mr Robin Knight  
 Mrs Christine Lemon FIBMS  
 Mr David Loney FIBMS  
 Mrs Anne Mahon CSci FIBMS  
 Mrs Bernadette Marie Marren  
 Mrs Hazel Mather FIBMS  
 Mrs Christine Mattocks MIBMS

Mr Trevor Meacock FIBMS  
 Mr Philip Metcalfe FIBMS  
 Mr John Mills FIBMS  
 Mr Tapan Mukherjee FIBMS  
 Mr Robert Munro FIBMS  
 Mr Brian Nation CMLM CSci FIBMS  
 Mrs Linda Page CSci FIBMS  
 Miss Ann Partridge FIBMS  
 Mr A A Patel MIBMS  
 Mrs Hazel Pawley FIBMS  
 Mr Vernon Perry FIBMS  
 Mrs Pamela Petts FIBMS  
 Mr Edward Phillips FIBMS Dip.HSSM  
 Mr Alan Potter MBE MPhil DSc(Hon) CSci FIBMS  
 Mrs Amaret Price FIBMS  
 Mr Peter Ridout FIBMS  
 Mrs Christine Roycroft CSci FIBMS  
 Mr Tony Savage CSci FIBMS  
 Dr Francis Scott CMLM FIBMS  
 Mrs Margaret Scott MIBMS  
 Mrs Ann Screen CSci FIBMS  
 Mrs Lynne Shaw MIBMS  
 Prof Paul Sibbons PhD FIBMS  
 Mrs Beryl Skinner FIBMS  
 Mr Carl Sorace FIBMS  
 Mr John Barry Surrey  
 Mr Robert Thomas FIBMS  
 Mr Walter Tucker CSci FIBMS  
 Mrs M L Tyreman FIBMS  
 Mr Marilyn Waller FIBMS  
 Dr Henry Waters PhD MSc FIBMS  
 Mr Michael Williams CSci FIBMS  
 Mr Brian Wilson FIBMS  
 Mrs Pauline Wood FIBMS

Claire Richardson MIBMS, part of the award winning NHS Lanarkshire Team whose Blood Science Service Transformation poster shared joint first prize.





Sarah Gibson CSci FIBMS, Emma Boreham MIBMS, IBMS President Nick Kirk CSci FIBMS, Ismay Humphreys FIBMS

#### Life Membership

Life Membership of the Institute is awarded to recognise an individual member's significant contribution and support to the Institute across a number of years. In 2015 Life Membership of the Institute was awarded to Professor Keith Hyde CSci FIBMS and John Lewis FIBMS.

#### R J Lavington Prize

Established in 1977 in memory of the man who was General Secretary of the Institute for 22 years (1948-1970) this prize is awarded annually to the candidate who, at the first attempt, receives the highest mark in the Higher Specialist Diploma (HSD) examination across all disciplines.

The 2014 R J Lavington Prize was awarded to Ismay Humphreys FIBMS for her examination result in Transfusion Science.

#### Company Members' Prize

Established in 2007 and awarded annually to the candidate who, at their first attempt, receives the highest mark in each discipline of the Higher Specialist Diploma examination. In 2014, the following candidates were awarded the prize:

- Emma Boreham MIBMS – Cellular Pathology
- Leonie Glinski FIBMS – Cytopathology
- Ismay Humphreys FIBMS – Transfusion Science

We awarded the first new Company Members' Prize for the candidate who achieved the highest mark across all the Diploma of Expert Practice (DEP) qualifications to Sarah Gibson CSci FIBMS for her marks in the DEP in Histological Dissection.

#### Mary Macdonald Prize for Achievement and Bursary

Established in the memory of Mary Macdonald CSci FIBMS who made a significant contribution to the Institute throughout her life.

In 2014-15, the Mary Macdonald Bursary was awarded to:

- Christine Smith, a Medical Laboratory Assistant based in the Microbiology department of Victoria Hospital, Blackpool
- Jennifer Hawarden, a Medical Laboratory Assistant based at the Royal Bolton Hospital
- Jacqueline Coghill, a Medical Laboratory Assistant based in the Haematology laboratory of the Forth Valley Royal Hospital, Larbert, Scotland
- Karlie Fallon, a Biomedical Assistant (BMA) in Virology at Leicester Royal Infirmary

#### President's Prize

We sponsor an annual prize for one student graduating from each university with an Institute accredited BSc (Hons) degree programme in biomedical science. Each university or college awards the prizes according to its own defined criteria to graduates who have achieved high academic distinction. During 2014/15, we awarded 39 prizes.

#### eStudent bursaries and awards

Miriam Sadiq, a first year BSc (Hons) Biomedical Science student at the University of Bradford, was awarded the Institute eStudent British Science Festival bursary. The bursary is awarded annually to an institute eStudent member, enabling then to attend the British Science Festival.

Tung On Yau, an MSc student at Nottingham Trent University, was awarded the Institute President's Award for his outstanding essay on the latest developments in cancer treatments.

# Professional development and standard setting

High quality, relevant qualifications and training are the key to ensuring high standards of professional practice amongst the biomedical science workforce.

#### Key highlights from 2014/5

- The HCPC reaffirmed approval of the Institute's Certificate of Competence routes to registration as a biomedical scientist.
- The HCPC approved the new Institute Certificate of Competence by Equivalence (Biomedical Scientist) which leads to eligibility to apply for registration as a biomedical scientist.
- We launched a new Diploma in Biomedical Science to enable the recognition of post-registration training.
- We published updated benchmark@ guidance for Quality Management in Laboratories.
- We updated the guidance, standards and applications forms for laboratories applying for Institute training approval.
- The Institute London Regional Virology Discussion Group announced their inaugural virology foundation course.

To find out more about Institute education and training visit: [www.ibms.org/qualifications](http://www.ibms.org/qualifications)





# Advancement of biomedical science

The Institute leads, guides and advises those who use biomedical science knowledge and skills to deliver patient care in all environments.

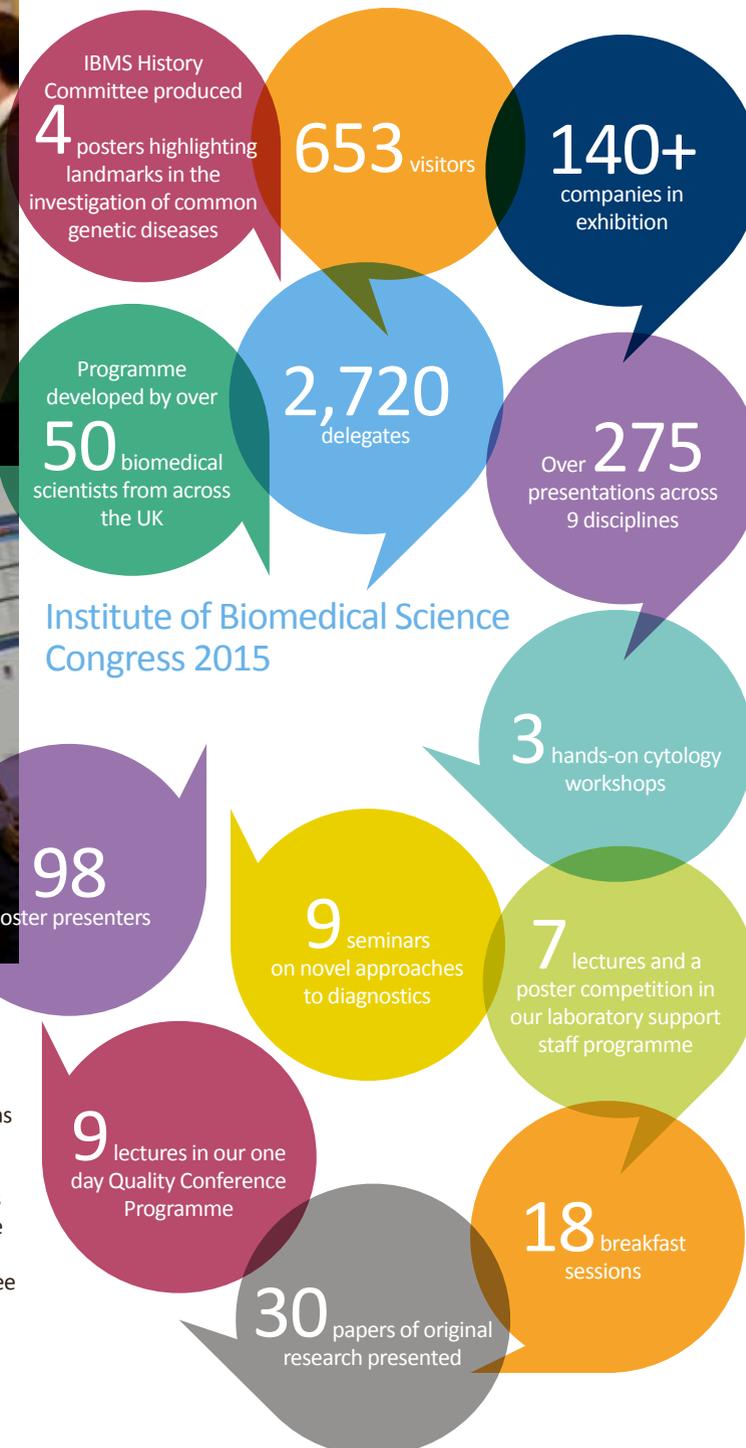
## Research Grants

Institute research grants are awarded annually to members to support original investigations and other suitable research work. The grants awarded are usually between £500 and £5,000.

In 2014/15, we awarded £22,100 of research grants.

## Advisory Panels (APs)

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



Institute of Biomedical Science Congress 2015

## Key highlights from 2014/5

- Played a central role in developing and delivering the scientific programme for Congress 2015.
- Supporting the development of equivalence routes to registration as a biomedical scientist.
- Fed into the Institute Education strategy and work plan priorities.
- Provided Institute representatives to standard setting organisations including; Keele Benchmarking scheme, National Quality Assurance Advisory Panel (UKNEQAS), National Clinical Biochemistry Audit Group, National Cervical Cytology Education and Training Committee (NCCETC).
- Created online Journal Based Learning exercises.

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

# Advocacy

The Institute 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 Institute 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, regulation and promoting the role of biomedical science in society.

## Key Highlights from 2014/5

- Our President responded to NHS England's *The Five Year Forward View* and Sir Robert Francis QC's *Freedom to Speak Up* review.
- We issued a joint press release with the RCPATH announcing the resumption of in-house immunohistochemistry testing at Sherwood Forest Hospitals NHS Foundation Trust's King's Mill Hospital.
- We issued joint statements with the RCPATH and Association for Clinical Biochemistry and Laboratory Medicine (ACB) on *Demonstrating Professional Proficiency* and the Cancer Taskforce report: *Achieving World-Class Cancer Outcomes*.

- Three Institute representatives participated in the review group for the QAA Benchmark Statement for biomedical sciences.
- We ran four Member Engagement Groups on topics including best practice, improving the Institute's website and eLearning resources.
- We have raised our profile through media coverage in Newsweek, Hull Daily Mail, The Witney Gazette, Mansfield and Ashfield Chad, Lincolnshire Echo, Boston Target, Sutton Coldfield Local, Medical News Today, MedicalXpress, Birmingham Press, Select Science and News Medical.
- The Institute sponsored the Silver Award in the Biological and Biomedical Sciences poster competition category at SET for Britain, a poster competition hosted by the House of Lords that showcases the work and communication skills of early career researchers.
- Institute members from across the UK took part in local school and college careers events, to raise the profile of the profession, including; National Healthcare Science Week and the Schools Science Conference.



Diane Anderson with Jamie Hepburn, Minister for Sport, Health Improvement and Mental Health, and the IBMS record breakers certificate of participation.

Glasgow school children measuring the distance of a sneeze at the Glasgow City of Science event that set a new world record for the largest simultaneous hand hygiene lesson at multiple venues.



IBMS President, Nick Kirk CSci FIBMS presents Kinda Al-Hourani with her Silver Award, applauded by Dr Stephen Benn MP and Andrew Miller MP.

**We responded to the following consultations:**  
Health and Care Professions Council - Rules for Professional Indemnity, October 2014

Health Education England - Healthcare Science Draft Apprenticeship Standards: levels 2-4, January 2015

Public Health England - UK Standards for Microbiology Investigations (SMI) Bacteriology documents B11, B14, B17, January 2015

Royal College of Pathologists - Consultation papers on Demonstrating Personal Proficiency in Pathology, January 2015

Academy of Healthcare Science - Consultation on Standards of Proficiency for Higher Specialist Scientists, March 2015

Public Health England - UK Standards for Microbiology Investigations, April 2015

Royal College of Pathologists & NHS England Alert - Patient Safety Alert: Standardising of Pathology Reports, April 2015

Royal College of Pathologists - Minimum Retesting Intervals in Pathology, April 2015

Public Health England - UK Standards for Microbiology Investigations (SMI) TP 40: Matrix assisted laser desorption ionisation time of flight mass spectrometry test procedure, May 2015

Public Health England - UK Standards for Microbiology Investigations (SMI) B20, June 2015

Health and Care Professions Council - Consultation on Revised Standards of Conduct, Performance and Ethics, June 2015

NICE - Draft Guideline on Transfusion Consultation, July 2015

Public Health England - UK Standards for Microbiology Investigations (SMI) B59 and B60, July 2015

Health Education England - Workforce Planning and Strategic Framework (Framework 15) 2015/16 Call for Evidence, July 2015



Students learn about career paths in biomedical science at our first ever joint Institute student employability at Middlesex University, London.

# Organisational robustness

We want to run an effective, efficient organisation that is sustainable with the capacity to deliver our mission effectively. To achieve this we need to utilise new technology, attract and retain high-calibre staff to offer the best possible support to our members and other stakeholders.



IBMS Chief Executive, Jill Rodney, signs Science Council Declaration on Diversity, Equality and Inclusion on behalf of the IBMS.

## Key highlights from 2014/5

- We introduced a new Customer Relationship Management system with a view to offering enhanced services to members via the Institute website.
- As part of our commitment to open and transparent governance we have opened the Institute's Committee meetings to observers.
- We signed the Science Council Declaration on Diversity, Equality and Inclusion.

- We reviewed and enhanced support and guidance for members standing for election to the Institute's Council.
- We developed new three year strategies for our Education, Executive and Finance and Membership and Marketing committees.
- Professor Michael Wren FIBMS MBE was appointed as the Institute's Honorary Librarian.
- Dr David Petts FIBMS and Pam Petts FIBMS completed the cataloguing and reorganisation the Mercer Collection.
- The project for the deposition of Institute's records with the Wellcome Trust was progressed to near completion. Thank you to Pam Petts, Mike Wren and Dr David Petts for their assistance scanning Council minutes prior to 1990 allowing the originals to be deposited with Wellcome.
- We appointed a new auditor – haysmacintyre.
- We introduced pension auto enrolment for Institute employees to ensure we comply with new government rules.

# Plans for 2016

## Supporting our Members

- Launch the new Institute website.
- Implement the Institute Diversity strategy.
- Promote International Federation of Biomedical Laboratory Science (IFBLS) awards and bursaries to our members.

## Professional Development and Standard Setting

- Launch new, improved Institute CPD scheme.
- Update professional guidance on *The role of biomedical scientists within the provision of non-gynaecological cytology services, Giving results over the telephone* and *Patient Sample and Request Form Identification Criteria*.
- Issue updated version of the *Institute Registration Training Portfolio*.
- Launch the full Diploma in Biomedical Science.
- Develop a Certificate of Expert Practice (CEP) qualification in Genomics.
- First candidate will take an IBMS Diploma of Expert Practice (DEP) in Mohs Histological Procedures.

## Advancement of Biomedical Science

- Highlight the importance of rigorous and responsive vocational qualifications for the development of a highly skilled scientific workforce with publication of case studies.
- Re-launch of the *British Journal of Biomedical Science (BJBS)* with a new publisher and editor.
- Publishing new editions of Histopathology and Immunology textbooks in the Fundamentals of Biomedical Science series.
- IBMS Advisory Panels will undertake a review of the current Institute qualifications offering.

## Advocacy

- Develop online resources for members involved in Public Engagement.
- Run campaigns to raise the profile of biomedical science including on International Women's Day.
- Raise the profile of the Institute and promote careers in biomedical science by taking part in the Big Bang Fair.

## Organisational Robustness

- Appoint first lay member to the Institute's Council.
- Online nomination process for members standing for election to the Institute's Council.
- Review contracts for *The Biomedical Scientist* and Congress.
- Determine our investment strategy.
- Review our expenses policy.



# Governance in the Institute

The Institute's Council is responsible for the overall governance of the organisation. There are currently 21 members of Institute Council, with 6 National and 12 Regional representatives. They are directly elected by members in their region or country. Institute Council also includes the President, President Elect and Treasurer.

The Council sets the strategic direction of the Institute and the standing committees assist the Council in its work within their delegated authorities.

There are five standing committees:

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

# Council and Standing Committee Members

1 October 2014 – 30 September 2015

## Council officers

Mr Nicholas Kirk CSci FIBMS	President	January 2014 – December 2015
Mr Derek Bishop FIBMS	Past President	January 2014 – December 2014
Mr Ian Sturdgess CSci FIBMS	President Elect	January 2015 – December 2015
Mr Robert Simpson CSci FIBMS	Treasurer	January 2013 – present

## Regional and National Council Members

Dr Valerie Bevan CSci FIBMS	Council Member	London – until February 2015
Mr Clinton Blackburn CSci FIBMS	Council Member	North East – until June 2015
Mr Nigel Coles CSci FIBMS	Council Member (co-opted)	West Midlands – from June 2015
Mr Sean Conlan CSci FIBMS	Council Member	National – from June 2015
Mr David Eccleston CSci FIBMS	Council Member	North West
Mrs Alison Geddis CSci FIBMS	Council Member	National
Mrs Jennifer Hancock CSci FIBMS	Council Member	Wales
Ms Helena Kilgariff CSci FIBMS	Council Member	West Midlands – until March 2015

Mrs Betty Kyle CSci FIBMS	Council Member	Scotland
Mr Gordon McNair CSci FIBMS	Council Member	Irish
Mrs Christine Murphy CSci FIBMS	Council Member	Yorkshire
Mr Colin Mudd CSci FIBMS	Council Member	East Midlands – from June 2015
Dr Jane Needham CSci FIBMS	Council Member	South East
Mrs Joyce Overfield CSci FIBMS	Council Member	National
Mrs Debra Padgett CSci FIBMS	Council Member	National – until June 2015 North East – from June 2015
Mrs Sandra Phinbow CSci MIBMS	Council Member	National
Mr Daniel Smith CSci FIBMS	Council Member	National
Mr Matthew Smith CSci FIBMS	Council Member	East Anglia
Mr Andrew Usher CSci FIBMS	Council Member	South West
Mr David Wells CSci FIBMS	Council Member	London – from June 2015
Mr Allan Wilson CSci FIBMS	Council Member	National

You can find a full Council and Standing Committee Attendance listing for 1 October 2014 – 30 September 2015 at [www.ibms.org/accounts](http://www.ibms.org/accounts)

## Group Statement of Financial Activities for the Year Ended 30th September 2015

### Summary Income and Expenditure Account

	Unrestricted Funds	
	2015	2014
	£	£
<b>Incoming resources</b>		
<b>Incoming resources from generated funds:</b>		
<b>Voluntary Income</b>		
Donations	-	<u>12,500</u>
<b>Incoming Resources from Charitable Activities</b>		
Subscriptions	2,194,599	2,105,681
Qualifications	238,390	232,109
Registration	187,170	162,495
Publications	20,394	19,509
Regions and branches activities	129,469	175,006
Member events	-	53,666
<b>Activities for Generating Funds</b>		
Conferences	1,321,469	2,829
Investment income	163,590	175,115
Other income	<u>44,473</u>	<u>93,153</u>
<b>Total Incoming Resources</b>	<u>4,299,554</u>	<u>3,032,063</u>
<b>Resources Expended</b>		
<b>Costs of Generating Funds</b>		
Conferences	1,000,519	125,898
Costs of other services provided	-	1,576
<b>Charitable Activities</b>		
Education, qualifications and registration	906,958	823,678
Publications	119,662	154,575
Regions and branches activities	381,971	436,993
Member events, representation and benefits	781,012	757,340
Grants and prizes	28,960	25,925
Governance costs	<u>121,888</u>	<u>115,948</u>
<b>Total resources expended</b>	<u>3,340,970</u>	<u>2,441,933</u>
<b>Net Incoming Resources</b>	<b>958,584</b>	<b>590,130</b>
<b>Other Recognised Gains/Losses</b>		
Investment gains	(18,272)	93,261
Actuarial gain on defined benefit pension scheme	<u>135,000</u>	<u>704,000</u>

### Net Movement in Funds for the Year

Total funds brought forward	<u>1,075,312</u>	<u>1,387,391</u>
Total funds carried forward	10,351,928	8,964,537
	<u>11,427,240</u>	<u>10,351,928</u>

The net movement in funds for the year arises from the charity's continuing activities. No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses are included in the Statement of Financial Activities.

### Group Balance Sheet as at 30th September 2015

	2015	2014
	£	£
<b>Fixed Assets</b>		
Tangible assets	1,102,545	1,143,922
Investments	3,905,283	3,923,555
	<u>5,007,828</u>	<u>5,067,477</u>
<b>Current Assets</b>		
Stock	2,701	2,801
Debtors	678,759	699,907
Regional bank balances	273,570	290,680
Cash at bank and in hand	<u>5,822,229</u>	<u>4,419,429</u>
	6,777,259	5,412,817
<b>Creditors: amounts falling due within one year</b>	<u>1,591,847</u>	<u>1,181,366</u>
<b>Net Current Assets</b>	<u>5,185,412</u>	<u>4,231,451</u>
<b>Total Assets less Current Liabilities</b>	10,193,240	9,298,928
<b>Defined Benefit Pension Scheme Asset</b>	<u>1,234,000</u>	<u>1,053,000</u>
<b>Net Assets</b>	<u>11,427,240</u>	<u>10,351,928</u>
<b>Unrestricted Funds</b>		
Accumulated fund	9,153,251	8,240,667
Revaluation Reserve	1,039,989	1,058,261
<b>Pension Reserve</b>	<u>1,234,000</u>	<u>1,053,000</u>
	<u>11,427,240</u>	<u>10,351,928</u>

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



**I Sturdgess**  
President



**R A I Simpson**  
Treasurer



**J Rodney**  
Chief Executive

Approved by Council on 4th March 2016

## Independent auditor's statement to the members of the institute of biomedical science

We have examined the summary financial statements for the year ended 30th September 2015.

### Respective responsibilities of trustees and the auditors

The trustees (who are also the directors of the company for the purposes of company law) are responsible for preparing the summary financial statements in accordance with applicable United Kingdom law. Our responsibility is to report to you our opinion on the consistency of the summary financial statements with the full annual financial statements, and its compliance with the relevant requirements of section 427 of the Companies Act 2006 and the regulations made there under.

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

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

### Opinion

In our opinion the summary financial statements are consistent with the full annual financial statements of the Institute of Biomedical Science for the year ended 30th September 2015 and comply with the applicable requirements of Section 427 of the Companies Act 2006 and the regulations made there under.



### Jeremy Beard

(Senior statutory auditor)

for and on behalf of haysmacintyre, Statutory Auditor

26 Red Lion Square  
London  
WC1R 4AG  
4th March 2016

haysmacintyre is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

### Statement by Council members

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

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

The full annual accounts have been subject to external examination by an independent auditor and received an unqualified audit report.

The annual accounts were approved by the Council members on 4th March 2016 and have been submitted to Companies House and the Charity Commission.



### J Rodney

Chief Executive

4th March 2016

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