



CELEBRATING THE POWER OF SCIENCE AND MEDICINE

Annual Report 2024 >



We are the leading professional association supporting the practice and development of science in healthcare and laboratory medicine

The Association for Laboratory Medicine

CONTENTS

President’s foreword	3
CEO’s report	4
About LabMed	6
2024 at a glance	7
Memberships awards	8
Committee reports	
Education and training	11
Scientific and clinical practice	13
Publications and communications	15
Conferences and events	18
Microbiology professional	19
Immunology professional	20
Federation of Clinical Scientists	21
Other reports	
LabMed around the UK and Ireland	22
Sustainability	26
Equality, diversity and inclusion	27
Finance report	28
Stakeholders and partners	29

FOREWORD



President
Kath Hayden

It has been another exciting year for the Association in 2024 with the rebrand to the Association for Laboratory Medicine providing us with an opportunity to increase our visibility and influence with NHSE and the CSOs of the devolved nations, and better reflect the breadth of our membership.

Following the change in UK government, LabMed submitted a response to the NHSE 10 year Health Plan consultation highlighting why laboratory medicine is fundamental to any shifts or innovations in healthcare delivery, and the role our members can play in leading transformation across England and the devolved nations.

As the Pathology Alliance, we have been working closely with the RCPATH and IBMS, alongside other professional bodies, BIVDA and ABHI, to collaborate on areas of mutual interest in particular around workforce and sustainability. With our Green Champions, we inputted into the NHSE sustainable pathology workstream that has resulted in the inclusion of sustainability into the NHSE Network Maturity matrix for Pathology in recognition of its importance.

In my role on the Academy for Healthcare Science (AHCS) Professional Bodies Council, I have continued to support the push for amendments to legislation to enable clinical scientists to administer medicines using patient group

“Our achievements are only possible with the on-going dedication of our members to improving clinical science and ultimately patient care.”

directions, plus consideration of enhancement to full prescribing rights, which has been raised with Wes Streeting, Secretary for State for Health and Social Care.

Highlights this year have been our excellent national and regional meetings. LabMedUK24 in Brighton opened with the International Award Lecture delivered by Octavia Peck-Palmer, president of the ADLM, speaking about how laboratory medicine can lead the way in translating data analytics to identify and eliminate health disparities; a timely reminder of the many weaknesses in the evidence used to develop our current guidelines.

This year importantly marked the 20th anniversary of the launch of Lab Tests Online UK which continues to attract ever increasing numbers of patients each month to this fantastic resource. We look forward to seeing this continue to grow.

For clinical and scientific updates, we were delighted to announce the launch of the renal resources page on our website, created by Anna Barton, LabMed’s representative to the UK Kidney Association. This now provides easy access for members to the latest guidance on AKI, CKD and KFRE. The Lp(a) taskforce report was also published this year.

2024 REPORT



Chief executive officer
Victoria Logan

Our most notable achievement for 2024 was the successful renaming and rebranding of the Association. This rebrand has allowed us to broaden our engagement with a diverse community of scientists, clinicians, innovators and researchers.

We put our values at the heart of this rebrand and our commitment to sustainability and inclusivity has continued to grow, with initiatives such as the Green Champions group building on collaborations with NHSE, IBMS and RCPATH. The expansion of our EDI network has ensured broader representation across our committees, embedding inclusivity into our work.

A highlight was the success of LabMedUK24 held in June in Brighton. Education and professional development remain at the heart of our purpose as an Association. We successfully launched the Learning Academy in March, offering digital learning resources tailored to trainee clinical scientists and those preparing for FRCPath exams. Thank you to Hazel Borthwick and Adrian Park for the huge amount of work they put into this.

The return of our Leadership and Management course in August and the Trainee day alongside the Freddie Flynn lecture at the National Audit Day in November, provided valuable development opportunities for our members. We continue to offer online training sessions for our Federation of Clinical Scientists (FCS). We have also been active on the global stage participating in a THET funded project to improve chemical pathology training in Ghana, Kenya and Nigeria led by the Royal College of Pathologists.

Throughout the year we worked with regional chairs to improve the equity of access to bursaries, awards, and scientific meetings. A harmonised policy across regional committees has enabled us to offer free access to online and in-person scientific meetings plus 30 regional bursaries through a streamlined application process.

We began developing our next five-year strategy (2025-2030), kicked off with a strategy day in July. This plan will ensure that we continue to support our members effectively and contribute to advancements in laboratory medicine.

We entered into a new strategic partner with Roche Diagnostics and we look forward to developing our relationship with them over the next year. We also built a new partnership with Abbott's UNIVANTS of Healthcare Excellence awards gaining funding from them to bring the 2025 winners to LabMedUK25 in Manchester.

We finished the year on a high with the news that LabMed was selected by the EFLM and the IFCC to host EuroMedLab27 in London.

Thank you to all our members for your contributions and engagement throughout 2024. A special thank you to those directors who have finished their terms: Hazel Borthwick, director, Education, Training and Workforce Committee and Elizabeth Bateman, chair, Immunology Professional Committee.

Michael Murphy stepped down as co-editor-in-chief of the *Annals*. Thank you also to LTO editor Sally Stock and deputy LTO editor Kate Shipman who finished their terms.



We foster the highest standards in laboratory testing and patient care.

We provide trade union support for our members.

We promote laboratory medicine to the wider community

We help scientists and practitioners through scientific and training meetings, bursaries and awards.

ABOUT LABMED

We are scientists, clinicians, innovators, collaborators and researchers
We are a diverse and inclusive community.

Who are we

Our vision is to advance health and wellbeing in the UK through excellence in laboratory science and innovation. We are the leading professional association and union supporting the practice and development of science in healthcare and laboratory medicine.

Our mission is:

- To foster the highest standards in laboratory testing and patient care.
- To provide trade union support for our members.
- To promote laboratory medicine to the wider community.
- To help scientists and practitioners through scientific and training meetings, bursaries and awards.

We are an influential, diverse and inclusive community of scientists, clinicians, innovators, collaborators and researchers.

Through the Federation of Clinical Scientists we provide trade union support for clinical scientists and doctors. Membership is open to all health professionals with an interest in laboratory medicine.

We work with the clinical diagnostics industry through our Corporate Member and Strategic Partnership programmes to support our mission.

We celebrate the power of science and medicine, the importance of partnership and the value of knowledge in the pursuit of human health and wellbeing.

What we do

We have a dedicated staff team who work with our many member volunteers who are full-time practicing healthcare scientists and medical practitioners across the UK to promote laboratory medicine. We offer our members a wide range of benefits, including:

- **Accessible learning and CPD:** free subscription to the *Annals of Clinical Biochemistry*, our digital Learning Academy and free access to the EFLM Academy.
- **National events and networking opportunities:** LabMedUK, residential training courses, awards and prizes.
- **Local support:** a regional bursary, tutor, trade union representative and regional scientific meetings.
- **Standards and guidelines:** responding to consultations, carrying out audits, developing standards and guidance, promoting good practice.
- **Funding:** Education bursaries, Research and Innovation Grant and our Benevolent Fund.
- **Trade union support:** representation at national level, involvement in negotiations, local regional and national support network, comprehensive training for representatives.
- **Career support:** mentorship and registration as a European Specialist in Laboratory Medicine (EuSpLM).
- **Opportunities for member involvement:** committees, editorial boards, specialist interest groups, sustainability and EDI.
- **Providing information to the public:** Lab Tests Online UK, National Pathology Week.

- 🔗 Science Knowledge Hub
- 🔗 Education & Training
- 🔗 Audits
- 🔗 Events
- 🔗 Publications
- 🔗 Grants

OUR IMPACT IN 2024

EVENTS & COURSES

FEDERATION OF CLINICAL SCIENTISTS WEBINARS

- Supporting members with workplace policies, organising and becoming workplace representatives

Online attendees: 86

REGIONAL MEETINGS

- Free, accessible regional educational meetings (online and in-person)

In-person attendees: 417

Online attendees: 738

NATIONAL MEETINGS

- Face-to-face national meetings and training
- Management and leadership residential training: 33 attendees
- Audit conference: 72 in-person, 40 online
- Trainees day and Freddie Flynn lecture: 84 attendees



BURSARIES & GRANT FUNDING

Support members' participation in conferences, educational events and research:

- 30 bursaries from regional committees available
- 7 bursaries from the Education committee
- 3 research and innovation grants
- Total funds awarded in 2024:

£32,549.17



LEARNING & CAREER DEVELOPMENT

LABMED LEARNING ACADEMY

- 1,342 members accessed the platform
- 619 enrolments
- 267 hours of active learning

EFLM LEARNING ACADEMY

- Free access for 1,317 members
- 320 members awarded the European Specialist in Laboratory Medicine (EuSpLM) designation

MENTORING

79 active users



POLICY & NATIONAL REPRESENTATION

- Submitted a formal response to the NHS England 10-Year Plan, focusing on prevention, community-based care and digital transformation.
- Provided written evidence to the independent review of the National School of Healthcare Science.
- Co-signed a letter to the Secretary of State with the AHCS Professional Bodies Council advocating for prescribing rights for clinical scientists.





MEMBERSHIP AWARDS 2024

EMERITUS MEMBER OF THE ASSOCIATION

Chris Chaloner

Tony Fryer

FELLOW OF THE ASSOCIATION

Mary-Anne Preece

PRESIDENT'S SHIELD

The President's Shield is awarded for outstanding contribution to the Association. In 2024 it was awarded posthumously to **Emma Lewis**.

On Tuesday 2 July, the president, Kath Hayden, presented the award to Emma's husband, Mike Davies.





PLENARY/MEDAL AWARDS

IMPACT AWARD

FOUNDATION AWARD

TRANSATLANTIC AWARD

MEDAL AWARD

Catherine Dibden

Brian Keevil

Octavia Peck Palmer

Ryan Cooper
& Gavin Mercer Smith

POSTER PRIZE AWARDS

CLINICAL CASES

Laura Parry – winner
Danielle Bell – runner up

INTERACTIVE CLINICAL CASES
(Clinical cases oral session)

Mariana Abdel – winner
Katie Hadfield – runner up

AUDIT

Laura Cook – winner
Emma Dewar – runner up

NATIONAL AUDIT MEETING

Gemma Hunter
Thomas Bancroft



COMMITTEE REPORTS

- Education and training
- Scientific and clinical practice
- Publications and communications
- Conferences and events
- Microbiology professional
- Immunology professional
- Federation of Clinical Scientists

BY KATIE HADFIELD

Supports education and training pathways for the membership while monitoring and contributing to workforce planning for the profession

EDUCATION AND TRAINING COMMITTEE

The committee delivered its core aim of providing supplementary education for trainees addressing gaps in formal training programmes. Over the past year, we ran a successful LabMedUK24 training day as well as the trainees education meeting alongside the Freddie Flynn lecture at the Royal College of Pathologists. Thank you to Emma Walker for all her work convening the successful residential management course in Canterbury this year.

We awarded seven national education bursaries, totalling £3,000, which enabled members to attend LabMedUK24, the management training course and the Northwest Europe Immunoassay and Clinical Chemistry Siemens Customer Connect Forum.

The restructure of the Education, Training and Workforce Committee was completed. This included the formation of the Education and Training Committee and the Biochemistry Education Group, both of which held successful inaugural meetings.

The Education and Training Committee also led on the association's response to the independent review of the National School for Healthcare Science led by Jane Dacre.

Thank you to Hazel Borthwick for her service as director of education, training and workforce from 2017 to 2024. Her leadership of the Learning Academy pilot and the recent committee restructure has laid a strong foundation for the future.

We warmly welcome Emma Stevenson (chair, Biochemistry Education Group) and Adrian Park (editor-in-chief, Laboratory Medicine Learning Academy) to the committee.

2025-2026 GOALS

1

Review the educational offer provided by the Education and Training Committee, starting with management and leadership content

2

Undertake a scoping exercise on the association's role in clinical scientist equivalence processes, to explore whether further support could be provided to members

3

Establish the Learning Academy Editorial Board to produce regular educational content in line with members' needs, as the academy enters its post-pilot phase

LABORATORY MEDICINE LEARNING ACADEMY

Launched to all members in April 2024, the Learning Academy provides curated, on-demand digital learning to support continuous professional development. It features structured training modules, standalone lectures, webinars and a repository of self-guided learning materials.

In its first year, 1,342 association members were given access the academy. There were 619 enrolments across all available content, accumulating a total of 267 hours of active learning with an average completion rate of 51%.

A governance model was established, with Adrian Park appointed editor-in-chief to lead the Digital Learning Board, ensuring quality assurance and alignment with the association’s goals.


2025-2026 GOALS

- 1

Identify gaps in training and further assess members’ educational needs
- 2

Launch a targeted marketing campaign to increase awareness and engagement with the platform
- 3

Expand content offerings to include new modules in endocrinology, cardiology and laboratory management

 [Learning Academy](#)



BY ALEXANDRA YATES

Responds on behalf of LabMed on all scientific matters relevant to the practice of laboratory medicine

SCIENTIFIC AND CLINICAL PRACTICE COMMITTEE

A key highlight of the year was developing content for the Patient Centric Sampling conference in Liverpool, organised by SACP member and outgoing chair of the Pre-analytical Group, Sophie Hepburn, alongside member Karen Perkins. Patient-centric sampling is an emerging area in laboratory medicine and it was fantastic to see 87 delegates in Liverpool learning from both industry and NHS colleagues in February 2025.

The National Audit Committee held its ever-popular event, presenting audit findings on 15 November 2024. Delegate feedback was excellent. The membership responded to the following national audits in 2024:

- Audit on iron overload and HFE mutation (January 2024)
- Audit on diabetes mellitus (April 2024)
- Audit on Wilson disease (September 2024)
- Audit of the laboratory investigation of prostate-specific antigen (PSA) for the diagnosis and monitoring of prostate cancer (December 2024)



Work on the verification offering is reaching the pilot stage with members set to trial an R-based programme developed by member Ed Wilkes. Meanwhile, the paediatric reference range group, formed through member applications this year and led by Lesley Tetlow, has begun its work by examining TFTs using the indirect reference range method.

LabMed members also played a key role in the authorship and review of the recently published: *Standardising Lipid Testing and Reporting in the United Kingdom; A Joint Statement by HEART UK and the Association for Laboratory Medicine*.

This year, we welcomed a new immunology representative, Ashleigh Rainey.

As this is my final year as director of scientific affairs, after 11 years on the committee, I would like to thank all the committee members I have worked with for their support.

RESEARCH AND INNOVATION GRANT

In 2024 we awarded research and innovation grants to:

- **Adam Pattinson:** Novel biomarker strategies for risk assessment in kidney transplantation: a multi-omic approach
- **Emma Miler:** Evaluating the predictive value of FGF-23, NT-proBNP, and other biomarkers for poor outcomes in vascular surgery
- **Lindsay Graham:** Developing precision diagnostic approaches in steatotic liver disease using novel LC/MS phosphatidylethanol 16:0/18:1 quantification in a cohort of patients with Type 2 diabetes.

2025-2026 GOALS

1

Induct new director and identify how the committee work plan can support LabMed's new five-year strategy

2

Launch a new verification tool alongside an educational support

3

Refresh the research and innovation grant scoring system to better reflect the diverse areas of application

BY KAMILJIT CHATHA

Oversees all publications and communication from LabMed to its membership and the public

PUBLICATIONS AND COMMUNICATIONS COMMITTEE

This year, we conducted insightful user research on Lab Tests Online UK to inform future developments. *LabMed News* was redesigned in line with the new brand, with efforts made to better link content across our publications. A full review of the website's resource section was completed, with some content archived. Every resource now has a designated owner and a scheduled review date.

We have also been producing an exciting podcast series aimed at reaching beyond our membership, highlighting the diverse and fascinating career paths available in laboratory medicine for clinical scientists and medics.

The committee structure and subcommittees were reviewed to ensure clarity of roles. This included updating role descriptions and terms of reference to align with the evolving needs of the organisation.

Finally, we extend our gratitude to Sue Ojakowa, who has supported *LabMed News* by selling advertising for 40 years. We also thank Sally Stock, who has stepped down as Lab Tests Online UK editor after 11 years, in addition to her contributions as a board member.

[LinkedIn](#)
[Instagram](#)



2025-2026 GOALS

1

Improve how we publish and present guidelines and best practices, ensuring they are accessible and impactful

2

Maintain the accuracy, accessibility and usability of our information, reinforcing its value to members

3

Establish clear editorial processes for website resources to maximise their effectiveness

BY IAIN WOODROW
AND REBECCA POWNEY

LAB TESTS ONLINE UK

The 20th anniversary of Lab Tests Online UK was marked at LabMedUK24 in Brighton.

We engaged a specialist digital agency William Joseph to do some user research to help us plan future development of the website.

Connections from the NHS app to the site have increased, reinforcing Lab Tests Online’s status as the leading patient resource for laboratory test information. The site saw 7.4 million users in 2024 – an impressive 23% increase from 2023, with the ten most accessed tests being white blood cells, HbA1c, FBC, red cell indices, cholesterol, haemoglobin, PCV, platelet count, red blood cell count and creatinine.

We extend our sincere thanks to Sally Stock (managing editor) and Kate Shipman (deputy editor) for their dedication in developing and maintaining the site. Thank you to both the RCPATH and IBMS for their continued funding and support.

2025-2026 GOALS

1

Use the findings from the user research to develop a business plan for future development

2

Prioritise increasing traffic via the NHS app and equivalent platforms in the devolved nations

3

Recruit a new editorial team with additional deputy editors, to strengthen support and distribute workload more effectively



BY PHIL MONAGHAN
AND PAUL HAMILTON



ANNALS OF CLINICAL BIOCHEMISTRY

Overall, 2024 was another good year for the journal, with a healthy number of citations.

Journal Impact Factor (IF) for 2024 was 2.1 compared to 2.2 in 2023 ranking 17/30 in the Medical Laboratory Technology list.

The Clinical Sciences Review Committee (CSRC) has consistently provided a steady supply of high-quality reviews to the *Annals* and is also now providing support for consideration of best practice articles.

The time to final editorial decision has reduced to 32 days compared to 55 days for 2023. Time in production for manuscripts with the publisher fell from 20 days to 17.

The publisher re-tender process was completed and the contract awarded to Sage Publishing for the next five years from 2025.

Special thanks to the following new associate editors welcomed to the team during 2024: Tony Badrick, Graeme Greenfield, Vyanka Redenbaugh, Maduri Vidanapathirana and Hewa Warawitige Dilanthi, who each bring a wealth of publishing and professional experience to the *Annals*.

[LinkedIn](#)
[Instagram](#)

2025-2026 GOALS

1

A workshop to support trainees, who want to write for the journal will take place at the trainee day at LabMedUK25

2

From January 2025 the journal will become an online only publication for our members to support our sustainability goals

3

Implement the new associate editor contract to support expectations of the role

Tony Badrick is also providing support for handling of manuscripts from Asia-Pacific region and Graeme Greenfield is providing much needed support for manuscripts in the field of haematology.

Michael Murphy has stepped down from the role of editor-in-chief after seven years in post. Thankfully, we retain Michael's expertise as he now sits as an editorial board member. Paul Hamilton (previously deputy editor) has commenced in role as joint editor-in-chief for the *Annals*.

BY SARAH ROBINSON

Ensures meetings and events follow LabMed values and meet the needs of the membership

CONFERENCES AND EVENTS COMMITTEE

The committee's highlight of the year was successfully submitting a bid to host EuroMedLab. The Association has been selected to host EuroMedLab27 in London in May 2027, an exciting achievement that will provide members with a valuable opportunity to attend a European conference in London.

2025-2026 GOALS

1

Continuous evaluation and review of how our events meet the needs of our members

2

Provide more opportunities for members to showcase their work through poster sessions at LabMedUK

3

Increase immunology and microbiology content across all events and encourage greater participation from members working in these disciplines



Thank you to Sally Benton for all her work on a successful LabMedUK24 programme in Brighton. To shape the programme of LabMedUK25 we gathered feedback from conference delegates and invited all members to submit ideas for content and speakers via the website. This initiative had exceptional engagement and enabled us to develop a truly member-led programme for LabMedUK25.

We continued to increase immunology and microbiology content at LabMedUK. A parallel session was organised by the Immunology Professional Committee at LabMedUK24, with another planned for LabMedUK25.

We supported improved access to our events by delivering the National Audit conference as a hybrid event for the first time. We also responded to a new conference proposal developing the Patient Centric Sampling conference which was delivered in February 2025.

BY ROBERT SHORTEN



Represents the interests of microbiologists within the Association

MICROBIOLOGY PROFESSIONAL COMMITTEE

The committee’s highlight of the year was hosting well-received sessions at both LabMedUK24 and the Federation of Infection Societies (FIS) conferences. Thanks to our previous successful involvement at FIS, our sessions at the 2024 conference in Liverpool were held in the main auditorium. Several hundred delegates attended and the feedback was overwhelmingly positive.

We collaborated with RCPATH, the British Infection Association (BIA) and the Healthcare Infection Society (HIS) to produce guidance for departments and trusts looking to appoint consultant clinical scientists in microbiology and virology.

Our work with the National School of Healthcare Science (NSHCS) continues to shape the education and training of clinical scientists. We were approached by the Liverpool School of Tropical Medicine to advise on the re-launch of their parasitology courses, ensuring alignment with the STP curriculum and trainee needs.

We successfully appointed Umar Anjum as the Microbiology Professional Committee’s (MPC) EDI representative.

Meanwhile, the microbiology section of the online education platform has been strengthened with content from the sequencing in infection course. Our monthly online clinical case discussions have also been a success, with over 20 participants per session engaging in lively debate and Q&A.

We are also grateful to welcome Eleanor Finnie, Seshadri Vasan, Umar Anjum, Stuart Reid and Michael Perry to the committee.

We would like to extend thanks to those who have stepped down: Barry Neish, Claire Jenkins, Derren Ready, Elaine Cloutmann-Green, Mark Garvey, Victoria Miari and Andrew Fox.

2025-2026 GOALS

1

Expand infection content on the Learning Academy, initially by adding recordings of the online clinical case discussions

2

Continue delivering high-quality educational content at national meetings such as LabMedUK and FIS

3

Support all members, regardless of grade or career stage, by ensuring access to educational and CPD resources

BY ALISON WHITELEGG



Represents the interests of immunologists within the Association and national professional bodies

IMMUNOLOGY PROFESSIONAL COMMITTEE

The Immunology Professional Committee (IPC) entered 2024 at full strength, meeting three times online and once in person at Tooley Street. A key goal was to support new members in settling into their roles – this has been successfully achieved.

We also aimed to strengthen our collaboration with the British Society for Immunology-Clinical Immunology Professional Network Steering Group (BSI-CIPN), and this was realised through Emma Callery’s dual membership of both committees and her contribution to the medical guidelines group in a healthcare scientist capacity.

Immunology has increased its visibility within LabMed, with greater presence in *LabMed News* and a session confirmed for the LabMedUK25 conference. We continue to work informally with the National School for Healthcare Science to support the approval of STP training centres. A highly successful and enjoyable trainee and trainer networking meeting was held again this year, highlighting the excellent work being carried out by our STPs.

2025-2026 GOALS

1

Continue the successful collaboration with BSI-CIPN

2

Sustain and enhance support for immunology training

3

Encourage and support more immunology clinical scientists to attain FRCPPath

We extend our thanks to Adrian Heaps, who has stepped down, for his extensive and impactful work with both the JRCPTB and RCPPath. We also thank Emma Callery for her contributions to BSI-CIPN this year and wish her all the best for her new arrival.

BY MICHAEL CORNES

Certified trade union, with full national recognition and negotiating rights, representing the interests of clinical scientists in the NHS and other related areas

FEDERATION OF CLINICAL SCIENTISTS (FCS)

I was delighted to be welcomed as the new FCS committee chair, alongside Vala Biggart as the new national negotiator. Following a year of change, we have re-established a regular meeting schedule.

We continue to get advice and support through our contract with the Chartered Society of Physiotherapy (CSP). Kirsty Spencer, our account manager at the CSP, has provided excellent ongoing assistance where needed and we have continued to provide support to many members, achieving successful outcomes.

Significant progress has been made in improving the information provided to support new union representatives including updating the web pages. Training sessions supported by the CSP have been well received this year, with recordings uploaded to the website to improve their accessibility.

In the annual pay award, all staff received a 5.5% increase. The union is involved in ongoing discussions for the 2025/26 award.



2025-2026 GOALS

1

Strengthen communication and support for representatives and members by expanding online resources and ensuring accessible training materials

2

Work with other trade unions to improve pay and conditions while reviewing the withdrawal of labour policy and clarifying banding structures, particularly between 8A/8B and 8C/D/9, to ensure clinical responsibilities are reflected

3

Continue advocating for and supporting members in individual cases while contributing to the delivery of LabMed's five-year strategy



AROUND THE UK AND IRELAND

Our regional committees serve local members through scientific and training meetings, bursaries and awards which provide a unique opportunity to network and develop their skills



NORTH WEST

Chair: Carrie Chadwick

The Ian Ward scientific and audit in-person meeting provided a great opportunity to meet trainees in the region and network of which 20 members attended.

Regional trainees have been successful in attaining FRCPATH and advertised posts in the region have been successfully appointed.

The committee awarded four bursaries to support learning in the region in 2024.

We would like to extend thanks to Emma Lewis and Sally Hanton as well as Suzy Armitage, Charlotte Harborow, Greg Lynch and Emma Callery who have now stepped down.

2025-26 GOALS

- Produce a North West region newsletter to provide members with a platform to share information and to encourage awareness of LabMed meetings and initiatives such as Green Labs
- Increase members' attendance at our scientific and audit meetings by promoting the meeting months in advance, allowing trainees to prepare
- Build on the success of LabMedUK25 in Manchester to highlight the excellent scientific and clinical work performed by laboratories in the North West region

NORTHERN IRELAND

Chair: Kathryn Ryan

We've had significant progress in integrating two additional trusts into the regional LIMS and electronic care record. Ongoing standardisation and development of the LIMS and EPR has been successful.

We held an evening education and retirement meeting in January 2024, followed by a full-day conference in September 2024. We also hosted a full-day, in-person meeting featuring excellent trainee presentations, including: interactive cases, HCV elimination, biomarkers in psychiatry and neurodegenerative disorders, mass spectrometry, B12, atypical fluids, PCSK9, and a partnership with Kiwoko Hospital.

We would like to extend our thanks to Kirsty Spence for her dedication as meeting secretary, and Neil Gilmore, who has served as secretary/treasurer for the past three years.

2025-26 GOALS

- Organise another in-person meeting
- Expand resources by increasing the number of people involved in running events and undertaking LabMed roles
- Achieve a positive outcome from the NI Health Minister regarding the Blueprint programme for a single regional pathology agency

REPUBLIC OF IRELAND

Chair: Alison Bransfield

We hosted a very successful virtual meeting on calculated tests with an attendance of 137. Presentations included standardising eGFR calculations, evaluating biomarkers for chronic kidney diseases, pharmaceutical care in the patient with acute and/or chronic kidney disease, estimating and measuring LDL-cholesterol, FIB4 calculations and the consequences of using different AST/ALT methods, calcium calculations and impact of different methods used and IVDR.

We were delighted that three regional members attained FRCPATH.

I would like to thank Janice Reeve, Paula O'Shea, Brendan Byrne, Roshaida Abdul Wahab and Eileen Byrne as well as Carl Talbot who stepped down as regional trainee representative.

2025-26 GOALS

- An in-person training day will be held in April 2025, in conjunction with The Association of Clinical Biochemists in Ireland
- The region has conducted an audit which we are anticipating publication



SCOTLAND

Chair: Karen Smith

Our two-day face-to-face scientific meeting was a great success with 76 delegates attending in total. An online lecture titled 'Harnessing routinely collected data for clinical trials in the UK' by David Preiss took place in April and attracted 42 attendees.

The promotion of the regional bursary supported nine colleagues to attend various events, including the management course, national audit meeting and the meeting held in Stirling in November.

Congratulations to Carina Conciao and Jenny Nobes, winners of the inaugural LabMed Scotland medal.

Thanks and best wishes to Melissa McNaughton, our meeting secretary, who will be stepping down as she welcomes her new baby.

2025-26 GOALS

- Welcome new members onto the committee
- Promote bursary applications
- Expand future events to include sessions of interest and relevance all LabMed specialties

SOUTH WEST & WESSEX

Chair: Anna Barton

In 2024 we utilised the regional bursary award system to support three STPs in attending LabMedUK24. The Poisons audit, initially intended for the region, has now been adopted by the national audit group, who plan to publish it as a national audit.

The online scientific meetings are proving very popular for the regional members with 56 attendees. We held an in-person meeting in April 2024 for the AGM, Trainees Award, and a session on therapeutic drug monitoring and poisoning, attended by 19 members. The committee awarded three regional bursaries to STPs.

We would like to thank Louise Duvall (audit lead) for her efforts in revitalising the regional audit committee, as well as Roanna George, Corsten Douglas, Sarah Blampied and Ryan Cooper, who have all stepped down.

2025-26 GOALS

- Deliver one in-person and one online scientific meeting per year, ensuring valuable content for our members
- Develop projects that benefit the wider membership
- Collaborate with regional meeting secretaries to provide support for scientific meetings, particularly in identifying relevant topics and speakers

SOUTHERN

Chair: Robyn Shea

In 2024, the Southern region held one well-attended in-person scientific meeting, welcoming 76 delegates. The event was themed 'Immunoassay: past, present and future' and served as a celebration of the distinguished career of Les Perry. It offered an engaging reflection on the evolution of immunoassay and its continued impact on clinical diagnostics.

While no awards were presented this year, the region supported the development of its members by awarding seven bursaries to facilitate attendance at LabMed events – a testament to our ongoing commitment to supporting professional growth across all career stages.

2025-26 GOALS

- Host an in-person regional meeting jointly with NEQAS in Reading
- Recruit and induct a new regional chair
- Promote further bursaries for the region



TRENT, NORTHERN & YORKSHIRE

Chair: Stephen Gibbons

We were delighted that colleagues from the region made a significant contribution to the success of the training day and the LabMedUK24 conference in Brighton this year.

We were pleased to establish an annual regional audit meeting.

We recruited new members to the regional committee and two regional meetings were held, one in-person in Newcastle with 46 attendees and one online with 90 attendees.

The committee awarded four bursaries.

2025-26 GOALS

- Host a regional educational meeting in person in Leeds
- Recruit and induct a new regional chair
- Provide further bursaries for the region

WALES

Chair: Sue Prosser

We were very pleased to have an immunology representative join the committee, alongside our other six health board representatives, in 2024.

Our meeting secretary and clinical scientists from Aneurin Bevan UHB worked hard to provide a well-attended, enjoyable and informative scientific meeting in May to celebrate the career of Ian McDowell, who had recently retired.

2025-26 GOALS

- Work closely with Digital Health & Care Wales and Intersystem to prepare TrakCare Lab Enterprise (TCLE) for implementation
- Replace the current TrakCare Lab 2016 with TCLE across the 23 laboratories in six health board
- Host a virtual scientific meeting and members' award session in late autumn 2025 to maintain our regional scientific contribution

WEST MIDLANDS

Chair: Pervaz Mohammed

The West Midlands region held two successful scientific meetings in 2024, offering a valuable mix of in-person and online learning opportunities for our members. Across both events, we welcomed a total of 174 attendees – 129 attending remotely and 45 joining us in person. The in-person meeting featured a focus on neurobiochemistry, alongside the Robert Gaddie Poster Prize presentations and discussions on emerging biomarkers.

Our online meeting centred around a regional audit on testosterone testing, as well as informative sessions on menopause, HRT and a series of endocrine case studies.

We were pleased to award the 2024 Robert Gaddie Prize in recognition of excellence in scientific presentation. In addition, we awarded two bursaries to support attendance at LabMed events, furthering our commitment to accessible professional development.

2025-26 GOALS

- Host one in-person and one online regional educational meeting
- Recruit and induct a new regional chair
- Promote further bursaries for the region

BY THE GREEN
CHAMPIONS GROUP



SUSTAINABILITY

The Green Champion Group was set up to promote sustainability in laboratory medicine, by engaging, educating and promoting awareness.

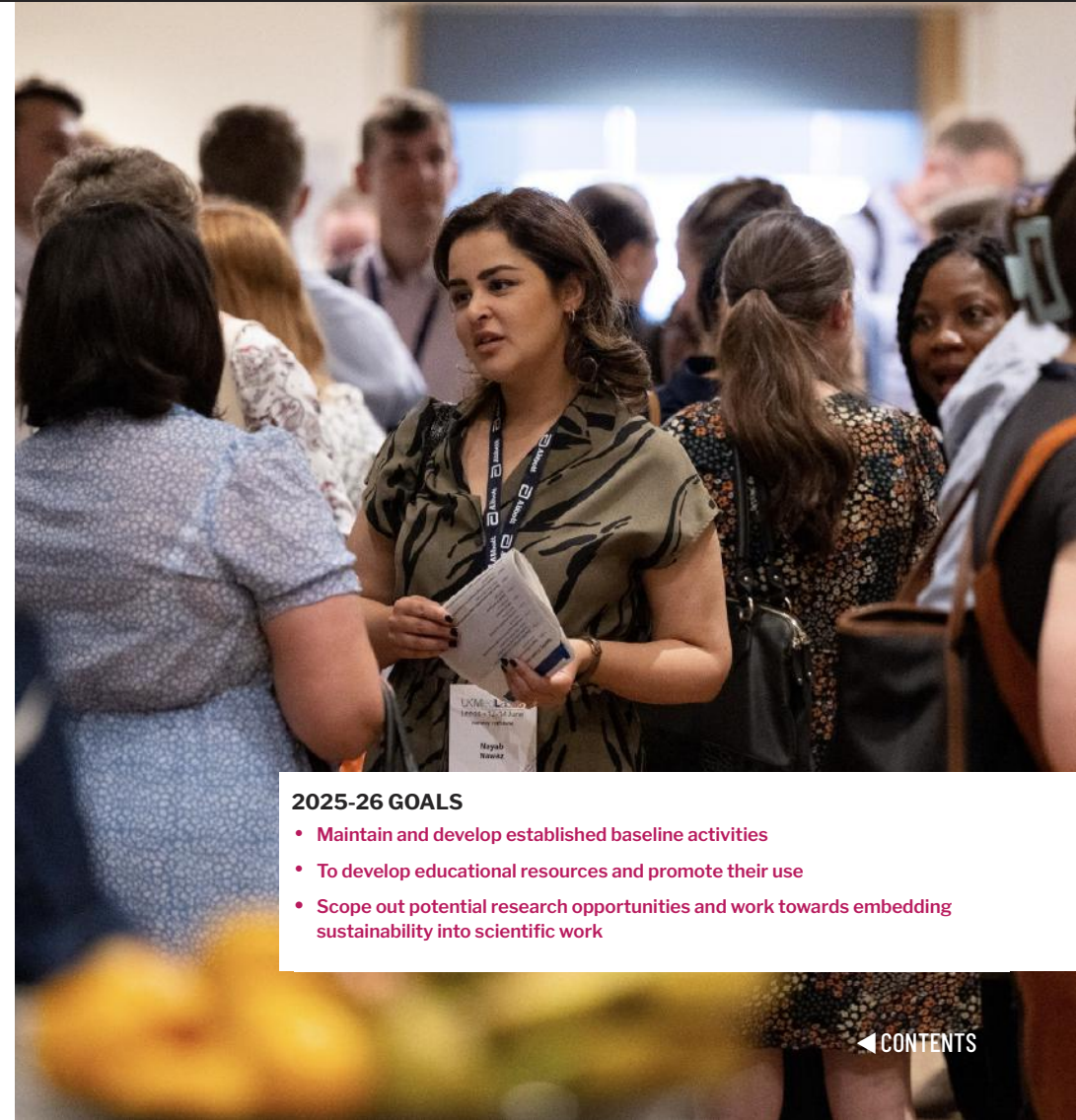
This year the group have been able to publish five articles on laboratory sustainability in *LabMed News* as well as published a Green Champions web form to collect examples of good practice allowing for the establishment of a comprehensive Environmental Sustainability Stakeholder database.

Green Champion members have also given 11 talks at national and international meetings to share our learning. We have also helped support the preferential selection of event venues with good sustainability credentials and created a sustainable events guidance document.

We successfully organised a community event beach clean at LabMedUK24 with 44 individual sign ups. We also lobbied the successful introduction of sustainability into the NHSE Network Maturity Matrix and Green Champions and Sheri Scott (IBMS representative) delivered teaching to STPs on the UoM and QMUL MSc courses.

A special thanks to the valuable contributions of external stakeholders and those that represent them: IBMS (Jennifer Collins and Sherri Scott), BIVDA, NHS England, RCPATH (Shireen Kassam – RCPATH sustainability lead), University of Manchester (Helen Joplin).

We welcomed Cerys March as a new Green Champion member in February 2025.



2025-26 GOALS

- Maintain and develop established baseline activities
- To develop educational resources and promote their use
- Scope out potential research opportunities and work towards embedding sustainability into scientific work

BY ALAN COURTNEY

EQUALITY, DIVERSITY AND INCLUSION

It has been particularly encouraging to see equality, diversity and inclusion (EDI) representation embedded across all levels of the organisation, with each committee now having a designated EDI liaison role.

A major milestone this year was the creation of a unified bursary policy for regional committees, aligned with the national bursary. This move supports greater transparency and inclusivity and has already had a positive effect – improved communication around bursaries led to increased uptake in 2024. The data will be reviewed in the coming year to assess its full impact.

November saw the first-ever hybrid delivery of the National Audit Conference, broadening accessibility while preserving the benefits of in-person engagement. The Events and Conferences Committee continues to prioritise venues that can support hybrid delivery cost-effectively and is exploring options for filmed content to support hybrid and on-demand access.

Participation in the Science Council's EDI Forum has provided valuable insights, helping to inform new initiatives such as transitioning to an application-based process for honorary officer and committee roles. By promoting these opportunities more widely and sharing member stories, we aim to encourage a diverse range of applicants to step forward.



2025-26 GOALS

- Expand hybrid access to meetings and events, particularly for disabled members and carers
- Deepen engagement with members on EDI, basing changes on lived experience rather than assumptions
- Build FCS representation to ensure robust staff support and equity-focused guidance within the organisation. We encourage members to consider getting involved, as the trade union side of the Association offers rich opportunities for personal and professional growth

BY BEN NICHOLSON
FINANCE DIRECTOR

FINANCE DIRECTOR'S REPORT

The full details of the Association's 2024 accounts are available on our website

In 2024, we continued to strengthen the membership offer following our successful rebrand. Building on benefits introduced in 2023 – such as the mentoring platform, EFLM Academy membership, trade union training and the removal of fees for regional member meetings – we launched the Learning Academy, offering members free access to online learning. These ongoing improvements have contributed to steady membership growth, with a 4.2% increase in the fee-paying member category in 2024, and an 11.2% increase since 2020.

We made further improvements to our bursaries and grants, streamlining the application process and promoting them more widely. As a result, we awarded more national and regional bursaries and continued to support member-led research through our grants programme (totalling £32,549).

We had a successful year for events, with LabMedUK24 in Brighton delivering a higher surplus than in 2023. This was helped by a fully sold exhibition and a return to pre-pandemic levels of sponsorship. We also saw increased income across workshops and training, regional meetings and industry partnerships.

Our simplified membership fee structure, introduced in 2023, has brought greater transparency, though it impacted our income slightly. In 2024, membership fees made up 28% of our total income (down from 30% in 2023). To help offset this, we agreed an above-inflation membership fee increase for 2025.

We invested in the capacity and expertise of our team in 2024, particularly to support learning and events. These staffing changes have enhanced our ability to deliver value for members and contributed to the successful implementation of new initiatives. Staff costs rose as expected, but we continued to reduce costs in other areas through careful supplier review and efficiency savings.

Towards the end of the year, we recruited Fen Sung as a non-executive director to strengthen Council's financial oversight and lead a review of our investment strategy. We also received news our bid to host EuroMedLab27 in London was successful.

We continue to maintain a strong financial position with reserves sufficient to support core operations for an extended period. Our long-term financial strategy remains focused on diversifying income streams, reducing risk and creating the flexibility we need to grow and innovate in the years ahead.

STAKEHOLDERS AND PARTNERS

STRATEGIC INDUSTRY PARTNER

Roche Diagnostics Ltd

CORPORATE MEMBERS

A Menarini Diagnostics Ltd
Abbott Diagnostics
Alpha Laboratories Ltd
Beamtree UK Ltd
Beckman Coulter UK Ltd
Becton Dickinson UK Ltd
BHR Pharmaceuticals Ltd
Biohit Healthcare Ltd
Chromsystems Instruments
& Chemicals GmbH
CliniSys Solutions Ltd
Dakla Pack
Greiner Bio-One Ltd
HORIBA Medical-UK
Launch Diagnostics
LGC Limited
Mast Group Ltd
Nova Biomedical UK
Ortho Clinical Diagnostics
Oxford Biosystems Ltd
Randox Laboratories Ltd
Sebia UK Ltd
Sekisui Diagnostics (UK) Ltd
Shenzhen New Industries
Biomedical Engineering Co Ltd
Siemens Healthcare Diagnostics
The Binding Site Group Ltd
Tosoh Bioscience Ltd
Waters Ltd
Werfen Ltd
YourBio Health

EXTERNAL MEMBERSHIPS AND PARTNERSHIPS

Academy for Healthcare Science
Association for Diagnostics
& Laboratory Medicine
Association of Clinical Scientists
European Federation of
Clinical Chemistry and
Laboratory Medicine
Federation of Infection Societies
Institute of Biomedical Science
International Federation of
Clinical Chemistry and
Laboratory Medicine
Microbiology Society
National School of
Healthcare Science
NHS Staff Council and Social
Partnership Forum
Royal College of Pathologists
Science Council





ASSOCIATION FOR LABORATORY MEDICINE

EXECUTIVE MEMBERS

President: (from 14 June 2023) **Kath Hayden**
President elect: (from 12 June 2024) **Ian Godber**
Chief executive officer: (from 4 September 2023)
Victoria Logan
Company secretary: **Sarah Glover**
Director of finance: **Ben Nicholson**
Director of conferences and events:
Sarah Robinson
Director of publications and communications:
Kamaljit Chatha
Director of education, training and workforce:
Hazel Borthwick (Katie Hadfield)
Director of scientific affairs: **Alexandra Yates**
Director of clinical practice: **Mayur Patel**
Director of regulatory affairs/FCS chair:
Micheal Cornes
Chair, Microbiology Professional Committee:
Rob Shorten
Chair, Immunology Professional Committee:
Alison Whitelegg
Non-executive director: **Vacant**

NATIONAL MEMBERS

National member: **Helen Duce**
National member: **Alison Jones**
National member: **Dilini Prangige Peiris**

REGIONAL MEMBERS

North West: **Carrie Chadwick**
Northern Ireland: **Kathryn Ryan**
Republic of Ireland: **Alison Bransfield**
Scotland: **Karen Smith**
South West & Wessex: **Anna Barton**
Southern: **Robyn Shea**
Trent, Northern & Yorkshire: **Stephen Gibbons**
Wales: **Susan Prosser**
West Midlands: **Pervaz Mohammed**