



Support • Progress • Promote

CORPORATE STRATEGY 2022

Vision, Mission and Values

Our Vision

To be recognised as the leading professional body for biomedical science.

Our Mission

We are dedicated to the promotion, development and delivery of excellence in all aspects of biomedical science and will provide the highest levels of service to patients and the public.

We will support our members in their practice of biomedical science and set quality standards for the profession through training, education, assessments, examinations and continuous professional development.

Our Values

Member Focus

- We will offer the leadership, support and opportunities for development that our members need to fulfil their potential.
- We will listen to our members and address the issues that are important to them.
- We will provide our members with services of high quality and value, tailored to their needs.

Integrity

- We will act with honesty and integrity in all that we do.
- We will say what we will do and do what we say.
- We will use fair, open and transparent governance, management and administration processes.
- We will accept responsibility for our actions.

Professionalism

- We will take pride in what we do, and do it to the highest standards.
- We will be positive in the way we talk about the IBMS both to each other and with those outside it.
- We will value and protect the IBMS's reputation and heritage.

Respect

- We respect and value the diverse backgrounds, experiences, approaches and ideas of all individuals.
- We will be respectful and considerate in our dealings with our members, stakeholders, partners, public and each other.

Continuous Improvement

- We are forward looking and will embrace new ideas and change.
- We are open to learning from others and will embrace collaborative working.
- We are committed to professional and personal development.
- We acknowledge our mistakes and learn from them.
- We should have diversity and inclusivity at the heart of what we do.

Key Themes

As with previous years, our strategy is based upon the three pillars of our Member Value Proposition: Support, Progress, Promote.

Support

IBMS provides members with professional standards and support that help ensure safety, quality, well-being and peace of mind.

Progress

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

Promote

IBMS provides its members with a strong, respected and progressive voice to promote the profession at all levels.

Our obligation as a charity is to ensure we use our reserves wisely. As we move into a post-pandemic era that will bring a period of considerable change and challenge, we must build upon our raised profile and ensure we maintain our public visibility and promote the profession's value.

Core aims

The strategy is divided into two halves each with three core aims, we aim to deliver this plan over **five years**.

1. Build upon our experience and expertise

- a. **Support** more access to HCPC registration through better uptake of our entry routes. Provide greater clarity of the routes to entry and encourage more students through the most efficient route to HCPC registration. Champion the role of trainers and training officers in the laboratory.
- b. **Progress** our current members' knowledge, experience and their careers through better and more relevant training and qualifications, using our existing structures but allowing a more agile application. Create a more inclusive approach to support greater diversity, championing our members' values such as in sustainability and clear professional standards.
- c. **Promote** our highest qualifications, widening the disciplines that these are available in and increasing the numbers of our members accessing them.

2. Build and develop our future (time limited)

- a. **Promote** our profile post-pandemic, to develop a policy and engagement capability at government level for each of the four nations.
- b. **Progress** the numbers and range of members that the IBMS attracts, within the UK and globally.
- c. **Support** the understanding of the benefit the profession and Biomedical Science delivers to society.

Part 1

Build upon our experience and expertise

The longer-term future of the IBMS is rested in the future of the profession. The profession needs to be sustainable and the IBMS must recognise the long-term commitment to ensuring a flexible, relevant and fit for purpose offer to members.

1. Support more access to HCPC registration through better uptake of our entry routes. Provide greater clarity of the routes to entry and encourage more students through the most efficient route to HCPC registration. Champion the role of trainers and training officers in the laboratory.

The foundation of the IBMS is the knowledge and expertise of its members. We recognise that to deliver our vision we must ensure we support members to develop their practice and deliver quality services. Ensuring that we support those entering into the profession is vital.

We will aim to:

- a. Ensure that access to all routes of registration with the HCPC are clear and fit for purpose, with clarity on the career path available to those studying towards and becoming Biomedical Scientists.
- b. Work with Health Education England and all Devolved Administration equivalents on supporting uptake and funding of students in the workplace.
- c. Champion the role of trainers, training officers and practice educators in the workplace.
- d. Work with higher education institutes and employers on supporting uptake and work-based experience.
- e. Ensure our policies support the removal of social inequalities for students seeking to become Biomedical Scientists.

2. Progress our current members' careers, through better and more relevant training and qualifications, using our existing structures but allowing a more agile application. Create a more inclusive approach to support greater diversity, championing our members' values such as in sustainability and clear professional standards.

We recognise that, as the profession changes, to progress their careers and stay relevant members require access to support, qualifications, learning and development. This also includes our CPD offering, region and branch structure and more rounded public engagement. At the heart of the IBMS's vision we must provide members with accessible and seamless qualifications, support and information to help them progress.

We will aim to:

- a. Further expand usage and content in our e-learning platform.
- b. Increase the availability of learning material and qualifications to more members at different grades, supporting current and new roles that develop, including those in informatics and digital applications.

- c. Modularise all learning material to enhance flexibility of qualifications.
- d. Improve the membership grade educational offer. Targeted for different membership grades to support career development and to champion Fellowship as a grade to aspire to.
- e. Consider how region and branches, professional standards and public engagement (including philanthropic activities) can be used to better support members.

3. Promote our highest qualifications, widening the disciplines that these are available in and increasing the numbers of our members accessing them.

For the IBMS to deliver on its vision, it is key for our members to have access to the highest possible qualifications within Biomedical and Clinical Science, to ensure that our workforce remains demonstrably capable of delivering healthcare as autonomous practitioners.

We will aim to:

- a. Establish a full curriculum of advanced practice qualifications covering all relevant disciplines.
- b. Work with Health Education England and devolved administration equivalents on supporting uptake and funding.
- c. Work with partner organisations to champion and promote our qualifications and the roles that they support.
- d. Ensure that we have appropriate governance structures in place to support these aims.

Part 2

Build and develop our future

This part of the strategy considers how we will use our reserves over the next 3 to 5 years to support the IBMS, our work and our members. Funding for this programme of work is time-limited and limited to the reserves that we agree to set aside for this.

1. Promote our profile post-pandemic, to develop a policy and engagement capability at government level

The pandemic illustrated where we - as a profession and as a member of the diagnostic community - struggled to get our voice heard. Inroads made by our President and others on IBMS Council in raising the profile of the organisation was both difficult and hard fought. To guide, influence and contribute to Biomedical Science and patient care, the IBMS needs to establish its own capability to be on the front foot with politicians, governments and policy in the four home nations.

We will aim to:

- a. Establish a policy unit to promote the work of the IBMS and our members.
- b. Develop formal policy links with other professional and affiliated bodies to promote common areas of interest.
- c. Build robust and sustainable links with governments across the UK.

2. Progress the numbers and range of members that the IBMS attracts, within the UK and globally

Since its inception the IBMS has attracted members from across the globe and in many sectors. Our core membership, those working in medical laboratories and academia have rightly taken centre stage of our focus.

However, changes within the UK's position in the global community and changes in the diagnostic industry present us with new opportunities to expand our membership and our influence to support, promote and progress Biomedical Science.

We will aim to:

- a. Further expand our membership grades to include industry and affiliated sectors, including genomics and andrology, but also those working in diagnostic innovation.
- b. Agree and develop an approach to increase our membership outside of the UK.
- c. Agree and develop an approach to increase our work and visibility outside of the UK, including increasing the uptake of our qualifications and providing a route to share learning and experience across different health systems.

3. Support the understanding of the benefit the profession and Biomedical Science delivers to society

The value our members bring to the delivery of healthcare is well known and highly valued by us. However, there is a lack of objective peer reviewed evidence of the value that highly trained, highly educated, competent regulated scientists bring to the community.

We will aim to:

- a. Commission academic research into the benefits that our Biomedical Science workforce brings to healthcare and science.
- b. Fund postgraduate studies and PhDs to build a body of peer reviewed evidence.
- c. Work with other professional and affiliated bodies to promote common areas of interest in research, funding and through commissioning joint work.