



NOTICE OF ANNUAL GENERAL MEETING

The Seventy-Third Annual General Meeting of the Association
will take place at 1410 on Wednesday 10 June 2026
at the Eastside Rooms, Birmingham

AGENDA

- 1. To receive apologies for absence**
- 2. To receive and approve Minutes of the Seventy-second Annual General Meeting held on 11 June 2025**
- 3. To consider matters arising from the Minutes**
- 4. To receive the Annual Report of the Association for 2025**
- 5. To receive the Association Accounts and Balance Sheet for 2025**
- 6. To receive an update from the Trade Union**
- 7. To report on the appointment of the following Officers:**
 - Director of Publications and Communications*
 - Director of Clinical Practice***To report on the re-appointment of the following Officers and Non-Executive Director:**
 - Company Secretary*
 - Director of Finance*
 - Director of Conferences and Events*
 - Director of Education, Training and Workforce*
 - Director of Scientific Affairs*
 - Director of Regulatory Affairs*
 - Chair of the Microbiology Professional Committee*
 - Chair of the Immunology Professional Committee*
 - Non-Executive Director*
- 8. To report on the appointment of National Member of Council**
- 9. To report on the appointment of President-Elect**
- 10. Election of Emeritus, Fellow and Honorary Members and Friends of the Association**
- 11. To propose by Special Resolution updates to our Articles of Association**
- 12. To approve the proposal to increase Membership Subscription Fees for 2027 – see appendix**
- 13. To approve the proposal from Council to appoint the Auditors of the Association and authorise the Directors to determine their remuneration**
- 14. To consider any other business**

(Members wishing to raise issues under item 14 are requested to give notice to the Honorary Secretary by 3 June 2026)

THE ASSOCIATION FOR LABORATORY MEDICINE

Minutes of the Seventy-Second Annual General Meeting of the Association held at the Bridgewater Hall, Manchester on Wednesday 11 June 2025.

The President of the Association, Dr Katharine Hayden, called the meeting to order at 14:00h.

There were 53 voting members present.

The Company Secretary, Dr Sarah Glover advised of the proposer, seconder and voting procedures.

72/1 APOLOGIES FOR ABSENCE were received from Lisa Garrison, Beverly Harris, Michael Thomas and Geoff Lester. Two proxy vote instructions were received in advance, both in favour of all proposals being presented at this meeting.

72/2 THE MINUTES OF THE SEVENTY-FIRST ANNUAL GENERAL MEETING held on Wednesday 12 June 2024 were received and approved with no amendments. The acceptance of the minutes was proposed by Dr Sarah Glover, seconded by Sarah Robinson and accepted *nemine contradicente*.

72/3 MATTERS ARISING

There were none not covered in the agenda of this meeting.

72/4 ANNUAL REPORT OF THE ASSOCIATION FOR 2024 / PRESIDENT'S REPORT

The President of the Association, Dr Katharine Hayden, brought the Annual Report to the attention of members.

The vision of the Association is to advance health and wellbeing through excellence in laboratory medicine, science and innovation. 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 and to help scientists and practitioners through training meetings, bursaries and awards.

Last year saw our new name and brand as the Association for Laboratory Medicine fully implemented.

We responded to the NHS England 10-Year Health Plan, advocating for the role of laboratory medicine in healthcare transformation. With the assistance of our Green Champions Group we have played a key role in the NHS's sustainable pathology work.

We have improved access for members to 30 regional bursaries as well as free access to in person and virtual regional events, helping to increase inclusivity.

We celebrated the 20th anniversary of LabTestsOnline-UK which continues to go from strength to strength.

We have developed new clinical resources, including a renal resource hub and the Lp(a) taskforce report.

A new initiative was introduced with the Royal College of Pathologists where we participated in a global education project through a THET-funded training project in Ghana, Kenya and Nigeria.

At the end of 2024 we were informed of the success in our bid to host EuroMedLab2027 in London.

Looking forward, at this LabMedUK25 national meeting we are delighted to announce the launch of our next 5-year strategy. Our goals for 2029 are; to increase the digital readiness of laboratories and clinical laboratory professionals to improve the preparedness of members to harness advanced technologies such as coding and machine learning; improve standards and guidance to ensure best practices in laboratory are applied consistently to improve patient care including steering appropriate testing strategies and diagnostic stewardship; increase the visibility of clinical scientists as leaders in healthcare and core contributors to national policy-making, research and innovation as well as educators of patients and the public about diagnostic testing including looking at how to best develop or clinical leadership offering; develop the clinical scientist and medical workforce as essential contributors to NHS transformation to meet the growing healthcare needs of patients including working with others such as the Academy for Healthcare Science to enable prescribing rights for registered Clinical Scientists.

Acceptance of the Annual Report as an accurate reflection of the Association's activities during 2024 was proposed by Dr Katharine Hayden, on behalf of the Association Council, seconded by Hazel Borthwick and accepted *nemine contradicente*.

72/5 THE ASSOCIATION ACCOUNTS AND BALANCE SHEET FOR 2024, having been previously circulated, were received by the meeting.

The Director of Finance, Ben Nicholson, brought the Accounts for year ended 31 December 2024 to the attention of members.

The year end position for 2024 shows a surplus of approximately £31k. Our expenditure did exceed our income, however the performance of our investments resulted in an overall positive picture at year end.

We saw 4.2% growth in fee-paying members, which now represents an 11.2% increase since 2020.

Last year saw the full launch of the Laboratory Medicine Learning Academy, offering free online learning for members and specifically designed to cover areas of laboratory medicine otherwise difficult to obtain from more traditional teaching materials.

We awarded £32.5K in grants, with streamlined bursary processes boosting uptake for members.

We hosted a successful LabMedUK24 conference with a fully sold exhibition and strong sponsorship.

We continued with our simplified membership subscription fee structure (which currently totals approximately 28% of the Association's total income)

We appointed Fen Sung as Non-Executive Director who we are working with to review our investment strategy. We have maintained strong financial reserves and long-term strategy focused on income diversification and growth.

The accounts have been audited and, based on the information provided, have satisfied our auditors *H W Fisher LLP* and have been made available to members in advance of this meeting.

Acceptance of the accounts and balance sheets was proposed by Ben Nicholson and the Association Council, seconded by Alexandra Yates and accepted *nemine contradicente*.

72/6 ELECTION OF OFFICERS

The Company Secretary, Dr Sarah Glover, announced that the Director of Publications & Communications, Kamaljit Chatha, has reached the end of their term of office and we have received no nominations for the vacancy to date. The post will be re-advertised to members for appointment under the vacancies clause Bye-Law 6.5:

Director of Publications & Communications	vacant
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The Company Secretary announced the unopposed election of the following officer:

Director of Scientific Affairs	Dr David Gaze
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Thanks were relayed to outgoing Director of Publications & Communications, Kamaljit Chatha, and outgoing Director of Scientific Affairs, Alexandra Yates, for their significant contributions to the Association during the years in their respective roles.

The Company Secretary announced the unopposed re-elections of the following officers:

Company Secretary	Dr Sarah Glover
Director of Finance	Ben Nicholson
Director of Regulatory Affairs / Trade Union Chair	Dr Michael Cornes
Director of Education, Training & Workforce	Katie Hadfield
Director of Clinical Practice	Dr Mayur Patel
Director of Conferences and Events	Sarah Robinson
Chair of the Microbiology Professional Committee	Dr Robert Shorten
Chair of the Immunology Professional Committee	Dr Alison Whitelegg

No objections to any of the above appointments were raised by members at this meeting.

The Company Secretary also took this opportunity to thank Dr Monika Jankute for her contributions as Chair of the Trainees Committee, having reached the end of her term of office. The post will be advertised to members again in due course.

The Company Secretary reminded members that following the appointment of Dr Ian Godber to President-Elect at our last AGM, Dr Ian Godber shall assume office as President from the adjournment of this meeting.

72/7 ELECTION OF NON-EXECUTIVE DIRECTOR

The Company Secretary, Dr Sarah Glover, reported that following an applications process led by the Nominations Committee, supported by a specialist recruitment agency, we announce Council's appointment of Fen Sung to Non-Executive Director from the adjournment of this meeting.

72/8 ELECTION OF NATIONAL MEMBER

The Company Secretary, Dr Sarah Glover, reported that following a call for applications by email and in the April 2025 issue of *LabMed News*, the Nominations Committee recommend the appointment of Inesa Iefimova as National Member, replacing Prangige Dilini Peiris in this role, from the adjournment of this meeting. The appointment was carried at this meeting *nemine contradicente*.

Thanks were relayed to outgoing National Member Prangige Dilini Peiris for her significant contributions to the Association during the four years in the role, most notably for her work in relation to equality, diversity and inclusion.

72/9 ELECTION OF EMERITUS, FELLOW AND HONORARY MEMBERS OF THE ASSOCIATION

The Company Secretary, Dr Sarah Glover, presented to members the following proposal from Council for membership award nominations:

Emeritus member of the Association

Paul Newland, nominated by the North West Region, seconded by Kamaljit Chatha, and accepted *nemine contradicente*.

There were no nominations for Fellow or Honorary members or Friend of the Association presented at this meeting.

72/10 PROPOSAL TO UPDATE THE ASSOCIATION'S GOVERNING DOCUMENTS

The Company Secretary, Dr Sarah Glover, reported that we are updating and combining our governance documents following recommendations to Council. A Task & Finish group formed from members of Council have been working on these, with advice from a company that supports member associations with their governance.

We are planning to hold an Extraordinary General Meeting in November 2025 to present proposals to members for approval. Further details will be provided in due course.

72/11 PROPOSAL FROM COUNCIL TO INCREASE MEMBERSHIP SUBSCRIPTION FEES EFFECTIVE FROM 1 JANUARY 2026

The Director of Finance, Ben Nicholson, took this opportunity to remind members of what is included within their membership subscription. This includes the Laboratory Medicine Learning Academy (which includes some excellent modules aimed to support those working towards FRCPATH exams and also general CPD), the EFLM Academy (which includes interesting webinars, journals access, CLSI resources, bursaries and international events discounts), increased access to our bursaries (including a streamlined process for regional bursaries and the C P Stewart fund), free regional meetings, personalised support through our Mentoring Programme, and all fee-paying members in the UK are enrolled into our Trade Union (which also hosts rep and member training sessions included within membership). The Director of Finance also reminded members that their subscription fee is tax-deductible.

The Director of Finance, Ben Nicholson, presented the recommendation from Council to increase to the subscription fees for those in the Member category by 5.9% effective from 1 January 2026 and to maintain the current £90 discount for those who qualify for this under its established criteria. We did not increase member fees in 2024 and prior to this had also not been increasing fees in line with inflation (CPI) for many years, meanwhile we have been incurring higher running costs including the cost of contracts used to deliver member benefits. A slightly above inflation increase is needed for 2026 to narrow the widening gap between the income received from membership fees and the cost of delivering it.

Additionally, the subscription fee for those in the legacy Federation category should now be brought in line with the Member-discounted subscription fee, so Council propose an increase from £125 to £180 for the small number of legacy members that still remain in this category.

The subscription fees proposed, effective from 1 January 2026 are:

Membership Category	Subscription	<i>Proposed</i>
	2025	2026
Member:	£255.00	£270.00
Member-discounted rate:		
<i>For those in their first 5 consecutive years membership (and those previously in Ordinary Band 1 as at 31 December 2022 commencing 5 years discount from that date) or members of the Association of Clinical Biochemists in Ireland (ACBI) or Academy of Clinical Science and Laboratory Medicine in Ireland (ACSLM)</i>	£165.00	£180.00
Federation	£125.00	£180.00
Student	Free	Free
Retired	Free	Free

The Director of Finance, Ben Nicholson proposed that the above increase in subscription fees be adopted from 1 January 2026, which was seconded by Divine Azange and carried *nemine contradicente*.

72/12 APPOINTMENT OF AUDITORS OF THE ASSOCIATION

On behalf of the Association Council, the Director of Finance, Ben Nicholson proposed that the Association Executive appoint *H W Fisher* to remain Auditors of the Association for the year and authorise the Executive Directors to determine their remuneration. The proposal was seconded by Sophie Barnes and accepted *nemine contradicente*.

72/13 ANY OTHER BUSINESS

The Company Secretary, Dr Sarah Glover, reported that no other matters of business were received.

The Company Secretary thanked members for their participation at this Annual General Meeting and called the meeting to a close at 14:25h.

APPENDIX

The proposed subscription rates effective from 1 January 2027 are:

Membership Category	Subscription 2026	<i>Proposed</i> 2027
Member:	£270.00	£288.00
Member-discounted rate: <i>For those in their first 5 consecutive years membership (and those previously in Ordinary Band 1 as at 31 December 2022 commencing 5 years discount from that date) and members of the ACBI and ACSLM in Ireland</i>	£180.00	£198.00
Federation (legacy category)	£180.00	£210.00
Student	Free	Free
Retired	Free	Free