



NOTICE OF ANNUAL GENERAL MEETING

The Twenty-eighth Annual General Meeting of the Federation of Clinical Scientists will take place immediately after the LabMed AGM from 1400 on Wednesday 11 June 2025 at the Bridgewater Hall, Manchester

AGENDA

1. To receive apologies for absence
2. To receive and approve Minutes of the Twenty-seventh Annual General Meeting held on 9 September 2024
3. To consider matters arising from the Minutes
4. To receive the Chair's report
5. To receive the National Negotiator's report
6. To receive the Secretary's report
7. To receive the Treasurer's report
8. To approve proposed amendments to the Rules and Bye-Laws of the Federation
– see [Notice of Special Resolutions](#)
9. To report on the re-appointment of FCS Chair and other Executive Officers
10. To consider any other business

(Members wishing to raise issues under item 10 are requested to give notice to the FCS Secretary by 4 June 2025)

The Association for Laboratory Medicine

Federation of Clinical Scientists

Minutes of the Twenty-Seventh Annual General Meeting of the Federation of Clinical Scientists (FCS), held remotely via MS Teams on Monday 9th September 2024.

The Chair of the FCS, Mike Cornes, called the meeting to order at 12.45h.

Present: Mike Cornes, Chair,
Lisa Garrison, Secretary
and 32 other members of the Federation.

27.1 Apologies

Received from Ben Nicholson (Treasurer) and Victoria Logan (Association for Laboratory Medicine Chief Executive).

27.2 Minutes of the twenty-sixth FCS AGM held on 14th June 2023

These were received and approved. The acceptance of the minutes was proposed by Lisa Garrison, seconded by Katharine Hayden and carried *namine contradicente*.

27.3 To consider matters arising

There were none raised not covered elsewhere in the agenda.

27.4 Chair's report by Mike Cornes (MC)

MC opened by relaying sincere thanks to Emma Lewis who sadly passed away in office as previous chair in November and supported many members throughout her time with the Federation. Emma will be sorely missed as a colleague, union rep and a friend. Emma was posthumously awarded the Association for Laboratory Medicine President's Shield for her contributions to the trade union which is a fitting tribute for her immense efforts over many years.

Through the year we have commenced a process of increasing members' engagement with the union, increasing the number of representatives we have, improving on our training and information resources and streamlining avenues of communication and support.

We continue to support our members with help and advice on issues that affect them in the workplace and are grateful to our local and regional reps who provide support with this. We have provided training for our reps this year, which has been given by our Chartered Society of Physiotherapy (CSP) colleagues, Emma Lenehan and Kirsty Spencer. We are grateful to them for the training they provide and to Kirsty for the support she gives us with the more difficult cases as well as other advice and guidance.

A more detailed summary of the activities of the Federation can be found on pages 27 & 28 of the Association's Annual Report.

27.5 National Negotiator's report by Mike Cornes (MC)

MC reminds members that, since the inception of Agenda for Change (AfC) in 2004, NHS Staff Council has negotiated terms and conditions. We also remind members that full Members of the Association for Laboratory Medicine are automatically members of FCS.

It has continued to be a challenging time for staff in the NHS due to the drive for recovery of backlogs leading to increasing workload at a time where staff is short in some areas. Coupled with the rise in cost of living times have been challenging. In addition, it has been an unprecedented year of industrial action adding to pressure on all departments including our members.

There are some positives with a now much improved terms and conditions relating to flexible, remote and hybrid working. Specifically additional guidance around making the case from an economic standpoint and around the menopause.

Discussions on salaries, pay deals and strike action have taken up much of the conversation amongst the TU leads, as is evident from strike action and in the news. We understand such negotiations shall commence much earlier for future years.

2023/2024 award

There are still some remaining workstreams from the 2023/2024 award but these are unlikely to have any significant impact on our members.

2024/2025 award

This has now been ratified by Staff Council and full details are on NHS Employers but in summary all staff will receive 5.5%. There is also the creation of an intermediate band from band 8a and above. All staff should see their pay rise and back pay appear in their October 2024 pay. This may be with exception of the back pay due to being on the intermediate band which could be delayed a month. All back pay will be to April 2024.

It is not expected to impact on any pension thresholds as they have risen more than pay.

The key items of note over the course of the year from the NHS Pensions Scheme Advisory Board with regards to pensions are McCloud discrimination remedy, reforms of the scheme member contribution structure effective from April 2024 and continuing work driving increased flexibility within members' pensions. A briefing will be published for members in due course.

Finally, MC will be stepping down from this National Negotiator role to take on the Director of Regulatory Affairs/ FCS Chair role but is pleased to state that we have a replacement to step into the role from the adjournment of this meeting.

27.6 Secretary's report by Lisa Garrison (LG)

LG relayed thanks to our colleagues at the CSP for their help providing training and for supporting on individual, often complex, cases. LG also relayed sincere thanks for Emma Lewis' contributions and support over many years.

Member's cases – we continue to see members' cases which are handled by our hard-working reps. We thank our reps for their support and the CSP's Emma Lenehan for her advice in complex cases.

Training – we have continued with MS Teams as our main method of delivery of training sessions and now record the presentation and information aspects of these for publishing on a reps' area of the website, alongside other resources and training manuals. We tend to stop the recording for the Q&A portions of the training sessions so the reps present may still refer to specific issues they and the members they represent might be experiencing should they wish.

Committees and reps - we still have some gaps in the National Committee, most notably in relation to Regional representatives and we encourage anyone who is interested in becoming a rep to get in touch as this is a great opportunity to help you and your colleagues as well as pick up.

We would like to thank all our reps both regional and local for the work they do. We would also like to thank all of the staff team of the Association/Federation for their help and support.

27.7 Treasurer's report from Ben Nicholson (BN), delivered by Secretary Lisa Garrison (LG)

LG reported that the accounts for the Association as a whole, which includes those of the FCS, can be found in the documentation that accompanied the Annual Report and notices of this Annual General Meeting alongside the Members' Statement and Independent Auditor's Report.

Confirmed at the main Association's Annual General Meeting in June 2024, members agreed to the proposed subscription fee increase for 2025 to £255 per annum for those in the Member category, £165 for Member category who qualify for the discount and £125 for our legacy members in the Federation only category.

27.8 Proposed amendments to the Rules and Bye-Laws of the Federation

MC reported that amendments to the Rules and Bye-Laws of the FCS are being proposed as these have not been updated since 2014.

Whilst we are not currently proposing any significant changes there are some adjustments required to cover circumstances where the main Association's Articles and Bye-Laws have changed over time and those of the FCS must now be brought up to date to match.

A tracked changes version was pre-circulated in advance of this meeting and the amendments refer to the change of name of the Association, the membership restructure and that we now hold any ballots electronically.

The acceptance of the amendments was proposed by Mike Cornes, seconded by Sophie Barnes and carried *nemine contradicente*.

27.9 Report on the election of FCS Chair and other Executive Officers

LG reported that in advance of and agreed at the main Association's Annual General Meeting in June 2024, we received one nomination for Director of Regulatory Affairs of the Association, who in this capacity also acts as Chair of the FCS - Mike Cornes was appointed to this role.

In November 2023 a campaign to recruit our Microbiologists National Officer resulted in one nomination - Seshadri Vasan was appointed to the role.

More recently, a campaign to recruit our next National Negotiator National Officer also resulted in one nomination - Vala Biggart, who shall assume the role from the adjournment of this meeting, with a suitable handover period with outgoing National Negotiator and now our Chair Mike Cornes.

On behalf of the National Committee and all members, LG thanked all who have volunteered for roles in the union. Member Sophie Barnes reiterated these thanks, along with thanks to MC and LG for all of their hard work.

27.10 Any other business

There were no other items of business raised.

The meeting closed at 12:57h