



Association for
**Laboratory
Medicine**

A group of diverse professionals in business attire are seated in an audience, clapping and smiling. The focus is on a woman in the foreground with long dark hair, wearing a grey cardigan over a patterned top and a blue lanyard. Other people in the background are also clapping, creating a positive and engaged atmosphere.

STRATEGY 2025-2029



VISION AND MISSION

Vision

Advance health and wellbeing in the UK through excellence in laboratory science and innovation.

Mission

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.

Initially established as the Association of Clinical Biochemists in 1953, this makes us one of the oldest associations for laboratory medicine in the world. Since then, we have integrated other associations and specialties and rebranded the organisation a number of times.

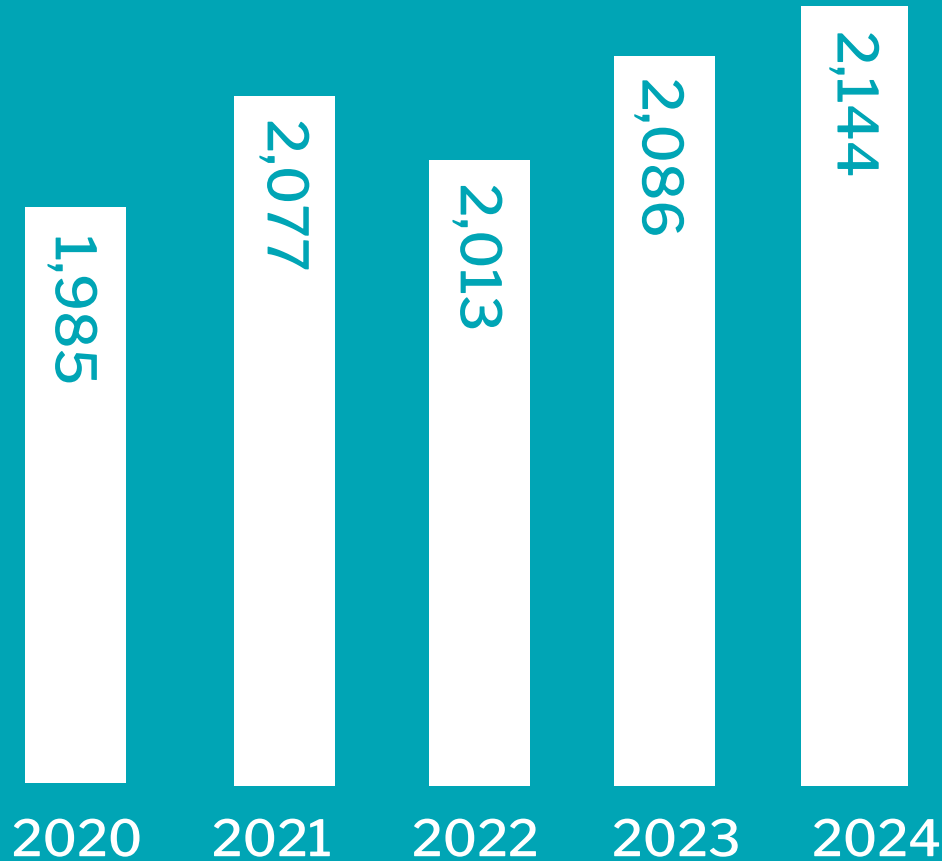
In 2024 we became the Association for Laboratory Medicine to better represent our members in all areas of laboratory medicine and we are delighted to welcome increasing numbers of microbiologists, immunologists and other specialties into our membership.

FOUNDATIONS OF OUR SUCCESS

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, Republic of Ireland and beyond to promote laboratory medicine. We offer our members a wide range of benefits to support their professional practice. This will always be at the heart of what we do as an organisation.

- **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.

HIGHLIGHTS FROM THE 2020-2024 STRATEGY



A growing active membership

- Over **£134k** in research and innovation grants to **16** different projects
- **12** national audits completed
- Over **1,500** attendees at **10** national events
- **New member benefits** include:

Free online learning with LabMed's Learning Academy

Mentoring platform

Free access to the EFLM Academy

Trade union training sessions



OUR STRATEGY: WHERE WE WANT TO MAKE A DIFFERENCE IN THE NEXT FIVE YEARS

Our goals for 2029

1. **Increasing digital readiness** of laboratories and clinical laboratory professionals to improve the preparedness of members to harness advanced technologies, such as artificial intelligence and machine learning, to deliver better patient outcomes and drive innovation in healthcare.
2. **Improving standards and guidance** to ensure best practices in laboratory medicine are applied consistently to improve patient care.
3. **Increasing 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.
4. **Developing the clinical scientist and medical workforce** as essential contributors to NHS transformation to meet the growing healthcare needs of patients.

What informs these goals?

Our values

We will use our values to inform what we do in the next five years.

- **Innovative** – promoting new scientific development to improve health and wellbeing.
- **Inclusive** – ensuring that we are open and accessible to everyone.
- **Care for people** – helping the healthcare profession deliver better patient care and providing a healthy and fulfilling environment for our members and their teams.
- **Care for the planet** – influencing how healthcare science can be more sustainable.

Transformation of the health system in the UK

Our strategy is aligned with the Government's 10 year plan that will focus on the priorities for the NHS across England and the health systems of the devolved nations.

- Moving care from hospitals to the community.
- Embracing digital transformation.
- Shifting from treatment to prevention.

1. INCREASE DIGITAL READINESS

Increasing digital readiness of laboratories and clinical laboratory professionals to deliver better patient outcomes and drive innovation in healthcare.

Long-term goal

LabMed will empower its members to lead the digital transformation of laboratory medicine. By providing peer support, skills training and access to expert resources, we will ensure our community is equipped to harness advanced technologies, such as artificial intelligence and machine learning, to deliver better patient outcomes and drive innovation in healthcare.

Why is this important? Clinical scientists and medical practitioners in laboratory medicine face significant challenges due to wide-ranging differences in digital skills, confidence and preparedness for managing and implementing digital systems. We want to improve their capacity to effectively integrate digital advancements, including artificial intelligence and machine learning, into practice.

How we'll achieve this goal

In the next five years we will:

- **Develop and signpost practical training opportunities** focused on role-specific digital skills, including artificial intelligence, machine learning and LIMS procurement, collaborating with partners where needed.
- **Expand our leadership** offering to include digital skills and build on our mentorship scheme to empower members to implement and lead digital transformation.
- **Provide members with resource hub** including where to source guidance on LIMS procurement, digital best practices and case studies to inspire and support successful adaptation.
- **Build a network of expertise** including an artificial intelligence specialist interest group. Identify digital and artificial intelligence experts to facilitate peer learning, foster connections and provide access to specialised external support.
- **Develop Lab Tests Online UK** to become the go to resource for patients and the public to get good quality information and support appropriate use of tests.

2. IMPROVE STANDARDS AND GUIDANCE

Improving standards and guidance to ensure best practices in laboratory medicine are applied consistently and ethically to improve patient care.

Long-term goal

Clinical scientists and medical practitioners in laboratory medicine will be actively involved in developing and commissioning guidance, tracking implementation and ensuring best practices are applied consistently.

The Association should mobilise members expertise by recording and publicising specialist areas to draw on.

How we'll achieve this goal

In the next five years we will:

- **Develop relationships with NICE**, guideline development bodies, Department of Health and Social Care and the devolved nations health services to ensure early involvement in guideline creation.
- **Commission topic-specific standards** and guidance and make them easy to access and use.
- **Create new ways to facilitate the sharing of best practices** (peer networks, templates etc).
- **Promote appropriate testing strategies** and diagnostic stewardship to improve sustainability and patient safety.

Why is this important? A lack of standardised practices across hospitals leads to variability in patient care and inappropriate testing strategies, whilst workforce challenges limit involvement in creating and implementing new standards.

3. INCREASING THE VISIBILITY OF CLINICAL SCIENTISTS

Increasing the visibility of clinical scientists as leaders in healthcare, thus core contributors to national policy-making and key educators of patients about diagnostic testing.

Long-term goal

Clinical scientists will be recognised as leaders in healthcare, contributing to national policy-making, research and innovation and educating patients about diagnostic testing.

How we'll achieve this goal

In the next five years we will:

- **Develop Lab Tests Online UK** and collaborate with patient organisations to create accessible resources and promote health literacy.
- **Empower members to engage in awareness** raising of the profession including through campaigns, with media and to advocate for their profession.
- **Launch a new leadership training offer** to support career progression.
- **Engage more members in stakeholder work** including supporting members to participate at national level.
- **Build alliances with NHS stakeholders** to promote clinical scientists integration into leadership pathways.
- **Champion the contribution of our members** to research and innovation through publicising the outcomes from our Research and Innovation Grants winners, national conference Awards and the *Annals of Clinical Biochemistry*.

Why is this important? Clinical scientists lack professional visibility within the NHS, reducing their recognition, inclusion in leadership and role in patient education.

4. DEVELOP THE WORKFORCE

Developing the clinical scientist and medical workforce in recognition as essential contributors to NHS transformation to meet the growing healthcare needs of patients.

Long-term goal

An empowered workforce of clinical scientists and medical practitioners with robust training, sustainable work plans and clearly defined career paths will improve recruitment and retentions of these roles. They will be recognised as essential contributors to NHS transformation capable of meeting the growing demands of healthcare.

Why is this important? Clinical scientists and medical practitioners in laboratory medicine face the workforce shortages and training gaps limiting their ability to fulfil current and future service needs. This makes it hard to meet growing demands on their role, support patients effectively and achieve their full potential within their own departments and beyond.

How we'll achieve this goal

In the next five years we will:

- **Expand targeted learning** through the Learning Academy, mentorship initiatives and other LabMed activities.
- **Advocate for clinical scientists** to have a job plan that includes dedicated time for additional responsibilities such as education, research and leadership.
- **Champion the recognition and equitable banding** of clinical scientists, ensuring fair career progression and appropriate structuring of the consultant clinical scientists role, within wider NHS teams.
- **Build alliances with NHS stakeholders** to improve workforce planning to address shortages and training gaps in the clinical scientist and medical staff workforce.
- **Collaborate with the Academy for Healthcare Science** and the chief scientific officers to support lobbying efforts for legal changes to enable prescribing for clinical scientists.