

[PRESIDENT](#)

[CEO](#)

[ABOUT THE ACB](#)

[2022 AT A GLANCE](#)

[AWARDS](#)

[COMMITTEE REPORTS](#)

[ACB UK & IRELAND](#)

[FCS](#)

[ENVIRONMENT](#)

[FINANCE](#)

[PARTNERS](#)



The Association for

**Clinical Biochemistry  
& Laboratory Medicine**

# CELEBRATING THE POWER OF SCIENCE AND MEDICINE

Annual Report 2022



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

## CONTENTS

President's foreword	3
CEO's report	4
About the ACB	6
2022 at a glance	7
Membership awards	8
<b>Committee reports</b>	
Education, Training and Workforce	10
Scientific and Clinical Practice	12
Publications and Communications	14
Conferences and Events	16
Microbiology Professional	19
Immunology Professional	21
ACB around the UK and Ireland	23
Federation of Clinical Scientists	27
Environment and sustainability	29
Finance report	31
Shareholders and partners	32

## PRESIDENT'S FOREWORD



President  
Dr Bernie Croal

Last year was a challenging one for many reasons: the war in Ukraine, economic turmoil and inflationary pressures. For healthcare, while the post-pandemic challenges remain, recovery has in turn been inhibited by the emerging economic downturn, supply chain issues and the impact of industrial action – pressures which are likely to continue into 2023. It is within this context that laboratory services are now even more important in ensuring appropriate and efficient patient pathways are allowed to develop and operate.

As the ACB approaches its 70th Anniversary in 2023 it, too, has been reacting to these challenges and developing its priorities and work plans to match. Securing the IP for Lab Tests Online-UK has been an important development and now allows this professionally-led, patient-facing service to develop further into the future with a wider scope. Clearly, with direct patient access to test results and an increasing presence of direct-to-consumer testing, the demand from patients for knowledge about their own results is growing rapidly.

**“The demand from patients for knowledge about their own results is growing rapidly.”**

Professional collaboration and knowledge sharing is vital, especially when we face similar issues. Post pandemic re-engagement with members, increasing regional activity and, of course, our first face-to-face UKMedLab took place in November 2022 in London, allowing training day activities, scientific presentations, and professional networking to re-establish. We look forward to UKMedLab23 in June 2023 in Leeds.

Working with other laboratory-based associations, especially RCPATH and IBMS, on common issues has continued throughout 2022 and will be an important interface to expand on in 2023 as we face new issues around workforce planning, results to patients, direct-to-consumer testing and point-of-care testing.

As the ACB enters its eighth decade, the healthcare landscape in the UK is dramatically changing. The value, importance and contribution of ACB members continues to grow with the association flexing and changing to match the new demands and challenges we are all facing. The 70th Anniversary and 2023 will be an important opportunity to not only celebrate the past but also focus on the future.

## CEO'S REPORT



Chief Executive  
Officer  
Jane Pritchard

I am delighted to report on another year of progress and change for the ACB across all our activities. On equality, diversity and inclusion (EDI) we once again completed the Science Council EDI benchmark, making a significant improvement on our 2018 position. We have more to do, and the associated framework gives us a clear set of actions and goals that our newly formed EDI Champions Working Group is progressing through our committees and groups. Following the EDI model, we have formed a Green Champions Group to learn and share how we drive change and impact in laboratories to support the NHS Net Zero plans across the nations.

Abbott, through its strategic partnership with ACB, has supported both these areas of work by facilitating practical, hands-on webinar events to share learning and inspire action. Expect more of this in 2023.

We have added to the membership offer by introducing an online mentoring platform, auto enrolment for all our members in the ELFM Academy (including access to its online learning materials) and the development of an exciting new course on Whole Genome Sequencing. Our thanks go to Health Education England for its support in this and for pilot support for the Laboratory Medicine Learning Academy – an online blended learning platform – which will roll out fully in 2023.

**“We have formed a Green Champions Group to learn and share how we drive change and impact in laboratories to support the NHS Net Zero plans across the nations.”**

Lab Tests Online-UK, following a sale to a commercial entity in the US, was successfully transferred to the ACB in 2022 giving us the freedom to develop the site further and to maintain it as a peer reviewed, independent, free source of advice to patients on lab tests.

We bade farewell to Past President, Professor Neil Anderson, with thanks for his dedication and hard work, and welcomed Kath Hayden who took over as President Elect at the 2022 AGM and will become President at this year's AGM during UKMedLab23. We also bade farewell to Finance Director, Dr Mike Bosomworth, with thanks and the honour of the President's Shield and welcomed Ben Nicholson to the role.

I managed at last to get to an international meeting at the IFCC Congress in Brussels in October where I was excited by the breadth and depth of the work being done to advance laboratory medicine on a global scale. We will be raising the profile of that work and the opportunities for our members in the coming year.

I want to end by thanking members of Council and Executive for their continued commitment and to send a massive thank you to the ACB Staff Team who are delivering quite a significant programme of change while continuing to deliver a first-class service to ACB Members.



We foster the highest standards in laboratory testing and patient care

We provide trade union support for all our members

We promote laboratory medicine to the wider community

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

*Left: Biotechnology visualisation of creation, division and cellular development*

## ABOUT THE ACB

We are scientists, clinicians, innovators, collaborators and researchers

We are a diverse and inclusive community

[Science Knowledge Hub](#)

[Education & Training](#)

[Audits](#)

[Events](#)

[Publications](#)

[Grants](#)

The Association for Clinical Biochemistry and Laboratory Medicine (ACB) works internationally to promote the highest standards in laboratory testing and patient care.

### Who we are

We welcome medics and Clinical Scientists from all major UK healthcare laboratories and individuals from academia and the commercial world involved in healthcare and Laboratory Medicine as members. The Federation of Clinical Scientists enables us to provide Trade Union support for Clinical Scientists and doctors if they choose to join our union. Membership is open to all health professionals with an interest in Laboratory Medicine. We have fruitful links with the Clinical Diagnostics industry through our Corporate Members and industry partnerships programme.

### Our history

The ACB was formed in 1953, when the application of chemical principles to the study of human disease – a concept with a long scientific pedigree – started to gain status in scientific medicine’s armoury. We contributed to the development of Clinical Biochemistry as an established clinical and scientific discipline, and continue this support via the personal contributions of our members, and through collective contributions

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

to the establishment of high standards of education, training, and practice. The ACB has seen many extraordinarily rapid, fundamental, and widespread changes in all areas of laboratory medicine, particularly in Clinical Biochemistry, in its lifetime.

### What we do

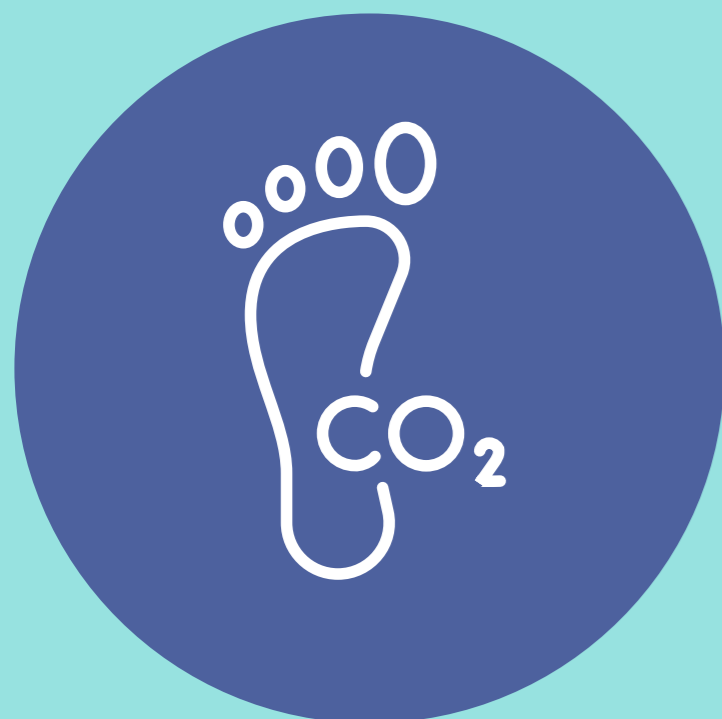
We promote Laboratory Medicine to the wider community. Our members are involved with all aspects of patient pathways, from testing patient samples in a laboratory through to interpreting results, assisting with patient care, and monitoring.

Our activities are co-ordinated by a dedicated team at our headquarters in central London, supported by full-time practising Clinical Scientists across the UK. These activities include:

- Scientific meetings
- Training courses
- Management and leadership courses
- National audits
- Networking events
- Scientific publishing
- Research grants

## OUR IMPACT IN 2022

### ENVIRONMENTAL



**2.6 TONNES**  
of CO<sub>2</sub> emissions  
avoided by sustainable  
refurbishment

### KNOWLEDGE SHARING



**2.587**  
*Annals* impact factor,  
highest in journal's history



**9,700**  
information downloads

### REACH



**22%**  
increase in  
Twitter  
followers



**64%**  
increase in  
LinkedIn  
followers



**4 MILLION+**  
visits to LabTestsOnline

### PROFILING SCIENCE



**150+**  
abstract submissions,  
awards, grants and bursaries



**16**  
financial grants, prizes and awards

### INDUSTRY



**28%**  
corporate membership  
growth

# MEMBERSHIP AWARDS 2022

## FELLOW OF THE ASSOCIATION

**Dr John Frater** nominated by the Trent, Northern & Yorkshire Region

**Professor Mike Badminton** nominated by the Wales Region

**Dr Paul Thomas** nominated by the South West & Wessex Region

**Catherine Shearing** nominated by the Scotland Region

**Dr Peadar McGing** nomination by the Republic of Ireland Region

*There were no nominations for **Emeritus Member of the Association** or **Friend of the Association** presented at the AGM last year.*

## HONORARY MEMBER OF THE ASSOCIATION

**Professor Terry Lappin** nominated by the Northern Ireland Region

**Professor William Garry John** nominated by the Southern Region

## PRESIDENT'S SHIELD

The President's Shield is awarded for outstanding contribution to the Association. In 2022, for dedicated commitment as the ACB's Finance Director for the past five years, it was awarded to **Dr Mike Bosomworth**.



*Right: Visualisation of antibody binding to human cell receptors*





# COMMITTEE REPORTS

- › Education, Training and Workforce
- › Scientific
- › Publications and Communications
- › Conferences and Events
- › Microbiology Professional
- › Immunology Professional

BY HAZEL BORTHWICK

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

## EDUCATION, TRAINING AND WORKFORCE COMMITTEE

### PROFESSIONAL TRAINING PROGRAMMES

We continue to work on a pilot for developing bespoke interactive laboratory medicine education that can be accessed by members training towards FRCPath. One module, on method verification, is almost ready and we're working with content creators for some other hard to teach topics. As experts in our field we can see where there are gaps in training and education and hope to be able to plug them, but it will be more the application of knowledge that people gain rather than simply PowerPoints and quizzes.

The Committee is currently working on getting in-person training back in the diary, while reviewing the ACB website's online education content, and getting it

**"We can see where there are gaps in training and education and hope to be able to plug them."**

[Education & Training](#)



## 2023-24 GOALS

# 1

**Review current Committee structure to ensure it meets membership needs**

# 2

**Launch the Laboratory Medicine Learning Academy**

# 3

**Raise the profile of the profession to ensure workforce needs are met**

uploaded and branded. We also want to ensure that the education content on the website is more user friendly and tagged appropriately.

Virtual Committee meetings have become so much the norm that we now face resistance to revert to in-person ones. We had around 24 people at the December meeting which facilitates good discussion and information sharing. We have two meetings per year and will be aiming to do one in person per year.

## FOCUS ON PATHOLOGY WORKFORCE

The RCPATH Pathology Workforce survey is being reviewed and our Committee fed into the development of this survey. Our Committee has been attending the HEE pathology workforce group to ensure that we are involved in the higher discussions nationally and raising workforce queries across all the disciplines that we represent.

The information from the FRCPath and ACB workforce review and the aims of the HEE project will all come together to provide better workforce data that will hopefully be able to influence the number of posts that we need. We will also be working with the National School for Healthcare Scientists to discuss training centre accreditation. We need to ensure that scientists recruited into post have suitable centres to offer high quality training.

We have continued to support the ACB's mentoring programme, which is now being offered as a membership benefit.

**"We will be working with the National School for Healthcare to discuss training centre accreditation."**

BY ALEXANDRA YATES

**Responds on behalf of the ACB on all scientific matters relevant to the practice of Clinical Biochemistry**

## SCIENTIFIC AND CLINICAL PRACTICE COMMITTEE

Last year's highlight was holding a session on the 'Past, Present and Future of Renal Medicine' at UKMedLab. The session attracted around 40 members, who enjoyed the interaction that an in-person meeting provides for speakers and attendees.

The make-up of our 14-strong Committee reflects the ACB stance on EDI in terms of its gender, grade and ethnicity mix.

The Committee built on the success of the previous anonymised Research and Innovation Grant process to this time make four awards to high calibre applications: three fully and one partially funded. These were:

- › Karen Perkins 'Comparison of capillary samples versus standard venous sampling methods with a view to use them in underserved populations'.
- › Rosalyn Dunstan 'Utilising volumetric absorptive

[Science Knowledge Hub](#)

*Right: 3D illustration of immunoglobulin protein structures (antibodies)*



microsampling (VAMS®) technology to monitor tacrolimus and creatinine concentrations in adult renal transplant patients’.

- › Azul Zorzoli ‘Development of a culture-free method for the investigation of *Clostridioides difficile* healthcare-associated infections using metagenomic nanopore sequencing’.
- › Jonathan Fenn (partially funded) ‘Refining use of sFlt-1/PIGF ratio for pre-eclampsia management by exploring novel biomarker approaches.’

**“We were particularly pleased to see projects with a potential impact on healthcare inequalities faced by underserved populations.”**

All projects are advancing laboratory medicine, with a clear focus on patient impact. We were particularly pleased to see projects with a potential impact on healthcare inequalities faced by underserved populations, as outlined in the first project.

Publication pending on ‘An audit on the identification and handling of acute kidney injury warning stage results by laboratories in the United Kingdom with GIRFT/UKKA/ACB/UKNEQAS joint recommendations’.

We published a paper on macro analytes on the ACB website and would welcome input from members on other guidance summaries that they would like us to investigate.

Finally, I’d like to thank Victoria Miari, a current microbiology member and Deputy Director of Scientific Affairs, who is stepping down this year. She will be sadly missed.

## 2023-24 GOALS

# 1

**Publish Long COVID testing and monitoring guidelines**

# 2

**The ACB Executive has approved and prioritised the building of a membership special interest database and the SACP will be working with them closely on this**

# 3

**Work with the Royal College of Pathology on reviewing the critical result telephone limits document**



BY KAM CHATHA

**"In 2022, the LTO website exceeded 4 million visits, an 8.1% increase on the previous year."**

**Oversees all communication from the ACB to its membership and the public**

## PUBLICATIONS AND COMMUNICATIONS COMMITTEE

The Committee has built on the ACB's digital transformation of the previous year to make its website more up to date, more relevant and more dynamic. The aim is to monitor and meet the needs of members. To this end, work has been carried out on the governance of web content to ensure consistency and efficient management. It has meant laying down ground rules to encourage committees to submit and update content, ensuring that it is in line with ACB's strategy. Test runs of the new system have been carried out and, to date, proved successful and useful.

### LAB TESTS ONLINE-UK (LTO-UK)

LTO-UK's primary role is to help patients and the public, including healthcare professionals, understand the many clinical laboratory tests that are used in the

Find us on Twitter

[@TheACBNews](#)

[@AnnClinBiochem](#)

[@LabTestsUK](#)



2.587

Annals impact factor

diagnosis, monitoring and treatment of disease.

In 2022, the website exceeded 4 million visits, an 8.1% increase on the previous year. The largest source of referrals to the LTO-UK website continues to be from search engines; followed by personal health records on GP systems; SystemOnline-TPP; NHS.UK; Patients Know Best; and NHS Inform Scotland amongst others.

Its team runs and promotes the website, keeps content up to date and generates new content. We continue to promote the website at various patient and healthcare worker-centered conferences. In 2022, the licence for the website transferred from OneCare Media to the ACB opening up a wealth of opportunities.

The LTO-UK Board aim is for the LTO-UK website to be fully interoperable with the NHS website, and the primary resource for patient information about clinical laboratory tests. This will involve significant development and will include a rebrand of LTO-UK. Funding is currently being sought from grant-making bodies to realise this ambition and ensure the business model is sustainable.

LTO-UK has no commercial allegiances and support is generously provided by the ACB, the Institute of Biomedical Science and the Royal College of Pathologists. We thank Dr Danielle Freedman, Chair of LTO-UK Board, for her continued strong leadership.

**“The transfer of Lab Tests Online-UK’s website licence to the ACB is opening up a wealth of opportunities.”**

## ANNALS OF CLINICAL BIOCHEMISTRY

*The Annals of Clinical Biochemistry* continues to maintain strong visibility and relevance. Over the last couple of years, annual downloads have fluctuated around a million, while the most recent (2021) impact factor – 2.587 – is the highest in the journal’s history. These metrics owe much to the extremely committed and dedicated team of associate editors. Current and future developments include new article types (best practice, quality assurance, etc.,) as well as meetings with colleagues to discuss how they can get involved in the journal.

## 2023-24 GOALS

1

Continued development of ACB website including a review of all ACB resources

2

Relaunch and updated terms of reference for Publications and Communications. Support ACB strategy and drive greater integration of communications

3

Professional review and retender process for ACB’s scientific journal

Find us on Twitter

[@TheACBNews](#)

[@AnnClinBiochem](#)

[@LabTestsUK](#)

BY SARAH ROBINSON

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

## CONFERENCES AND EVENTS COMMITTEE

**“This year we are setting in place an inclusion policy to ensure equitable learning and experience at our events.”**

There were several firsts in 2022. Take UKMedLab22, hosted by the Association for Clinical Biochemistry and Laboratory Medicine (ACB), at the Royal College of Pathologists, London, in November – despite train strikes.

We thank those who still managed to attend. There were 270 registrations, less than when held virtually, but this was the first in-person conference held by the Association in nearly three years. This was cause for celebration as peers came back together and others, notably trainees, met in person for the first time. This year we are setting in place an inclusion policy to ensure equitable learning and experience at such events.

Other notable ‘firsts’ were the first ACB Microbiology training day, held alongside the Biochemistry training day, which was well attended and received excellent feedback. The Impact Award made its debut: the first

[Events](#)

[UKMedLab22](#)





award open to all members of the profession – not just those at both ends of the career spectrum – and the first that can be submitted by a group.

All the awards are coming under scrutiny to ensure that they are as inclusive as possible. The ACB Medal Award is always a popular session as a platform for those in training to showcase their work. The topics discussed within this session ranged from highly specialised projects to those looking to improve more routine problems faced day-to-day. First place was awarded to Bryony Hickton for her talk on ‘Metabolic profiling of the urine metabolome in alkaptonuria’ and runner

**“All the awards are coming under scrutiny to ensure that they are as inclusive as possible.”**

up to Rebecca Lo for her talk on ‘Method validation of post-mortem vitreous humour biochemistry analysis’.

Other parallel sessions included ‘Build back with labs’, ‘Future biomarkers’, ‘Future delivery of lipid services and the role of Laboratory Medicine’, ‘Maintaining quality in the changing face of service delivery’, ‘Innovations in cancer’, ‘How the laboratory can contribute to net zero’, ‘Interactive Clinical cases’ and ‘Past, present and future of renal medicine’, which were attended by 217 participants over the two days.

The National Audit meeting was also hosted during the conference, and was well attended with 54 attendees, covering such important topics as thyroid function tests in pregnancy and in children, to supplement the national audit presentation on thyroid function tests in paediatrics and pregnancy. National audits were also presented on FIT testing, primary aldosteronism/adrenal vein sampling, and a clinical presentation on primary aldosteronism Primary Aldosteronism. Local and regional audits were presented throughout the day’s programme.

Over 100 posters were presented at the meeting.

## 2023-24 GOALS

### 1

Implement the inclusion policy to ensure the equitable learning experience

### 2

Develop management content for session we are hosting at the Institute of Biomedical Science in September – a new partnership

### 3

Deliver the 70th Anniversary at UKMedLab 23

## PLENARY/MEDAL AWARDS



### IMPACT AWARD

This initial award, on 'The National Alkaptonuria Centre – making a difference through innovation and excellence', was given by Prof Ranganath Lakshminarayan, Dr Nicolas Sireau and Dr James Gallagher.

### TRANSATLANTIC AWARD

'How Clinical Laboratorians can build data literacy and analytical skills to utilise the data produced by the laboratory in a smarter way', presented by Dr Shannon Haymond, President of the American Association for Clinical Chemistry (AACC).

### INTERNATIONAL AWARD LECTURE

'Highlighting the EFLM Green Labs initiative and the emerging importance of sustainability in clinical laboratories', given by Prof Tomriz Ozben.

### THE FOUNDATION AWARD

'Overview of FIT testing and the challenges that have been faced from its inception through to present day', presented by Dr Judith Strachan.

### ACB MEDAL AWARD

First: Bryony Hickton 'Metabolic profiling of the urine metabolome in alkaptonuria', Second: Rebecca Lo: 'Method validation of post-mortem vitreous humour biochemistry analysis.'



"This session gives the profession the platform to showcase our newer scientists and the valuable role that they have in moving the science forward."

## POSTER AWARDS

### CLINICAL CASES POSTER PRIZES

**First: Carrie Chadwick** 'A rare case demonstrating the importance of paraneoplastic antibody testing'

**Second: Katherine Onions** 'Non-ketotic hyperglycaemia'

### AUDIT POSTER PRIZES

**First: Sarah Guest** 'Response to AKI warning stages in a Primary Care population'

**Second: Patricia Woodley** 'The use of BD Barricor in reducing haemolysis in ED'

### INTERACTIVE CLINICAL CASE PRIZES

**First: Susan Oddy** 'Getting to the heart of the matter'

**Second: Niamh Horton** 'Mind the gap'

### NATIONAL AUDIT MEETING POSTER PRIZES

**First: Sarah Blampied** 'Is this fT4 normal?'

**Second: Cerys March** 'Clinical audit/evaluation of the placental growth factor service introduced in 2020 against NICE DG23 and the Trust pre-eclampsia pathway'

BY DR ROB SHORTEN

**Represents the interests of Microbiologists within the ACB**

## MICROBIOLOGY PROFESSIONAL COMMITTEE

**“The STP curriculum update has been completed and agreed by the National School of Healthcare Science and is good to go for this September’s trainee intake.”**

The standout moment for 2022 was the trainees meeting at the Royal College of Pathologists, our first in-person get together for over three years. It was very well attended, with excellent feedback. We will be hosting another in Leeds as part of UKMedLab23.

It was delightful to see so many trainees interacting, learning from each other and from the expert speakers that Naomi Gadsby recruited for the excellent programme she pulled together in a week beset by tube and train strikes. The turn-out, around fifty people, was excellent.

We also participated in FIS 2022, for which Naomi again organised two stand-out programmes, one on whole genome sequencing and the other on point-of-care testing. Both were well attended, and the feedback was great.

I participated in two sessions: speaking on hints and tips for newly qualified consultants, and those thinking

*Right: A mouse cDNA microarray containing approximately 8,700 gene sequences  
© National Cancer Institute/ Unsplash*

about their first consultant job, and also Grand Round. It was heartening to see the FIS Board's desire to be more inclusive in their speakers, seeking different people in different job roles, and further demonstrates that Clinical Scientists are valued in the world of infection.

The STP curriculum update has been completed and agreed by the National School of Healthcare Science and is good to go for this September's intake.

The HEE-funded Whole Genome Sequencing in Infection Course, in collaboration with the Great Ormond Street Learning Academy, was delayed

but is now ready. The first cohort will attend an in-person session in London. The plan is to hold three more sessions this year, hosting approximately 250 participants over this first year. Of the four, two will be in person, two online, and we'll be seeking detailed feedback from participants to improve the course iteratively by taking on board their suggestions.

Callum Goolden, our pre-registration rep, is working with colleagues to host monthly clinical cases online, which have been very well attended and received great feedback. These are being recorded so that members can view them later if they are unable to join them live.

The Committee is offering an education hub on the ACB website, which will host educational materials, with links to other resources and case studies. We are also encouraging people to sign up to the new mentor scheme, seeking both mentors and mentees, with reciprocal mentoring proving effective.

**"The Committee is offering an education hub on the ACB website."**

## 2023-24 GOALS

### 1

Get the HEE-funded Whole Genome Sequencing in Infection course up and running. improve it over the year and get as many people as possible through it

### 2

Hold two successful meetings: the training day at UKMedLab23 and two more sessions at FIS 2023 in Edinburgh in November

### 3

Continue to add to the educational and training resources for microbiology members on the ACB website

DR ALISON WHITELEGG

**Represents the interests of Immunologists within the ACB and national professional bodies**

## IMMUNOLOGY PROFESSIONAL COMMITTEE

**“In June 2023 there will be an in-person version of the STP training day, held in Manchester, with at least 10 training officers and Senior Clinical Scientists attending as mentors.”**

The FRCPath training days, supported by the ACP and BSI, have restarted on a regular basis post COVID-19, although every six months as opposed to three or four times a year, and rotating again across the country. The next one will be held in Newcastle in June. An STP training and networking day, meanwhile, was held in 2021 and repeated last year. It was held online, which trainees and trainers found convenient to attend because of their geographical spread.

In June 2023 there will be an in-person version, held in Manchester, with at least 10 training officers and Senior Clinical Scientists attending as mentors. This will answer trainee preference for such a session. We are also investigating the options for post-registration training, similar to the STPs, but first need to replace our post-registration trainee rep, who has had to step down due to work commitments.

*Right: Dendritic cells binding viruses*



## 2023-24 GOALS

### 1

Recruit to the vacant positions on the Committee

### 2

Hold our first in-person training and networking meeting in Manchester in June

### 3

Use the Committee's area on the ACB website to host best practice guidelines as an educational resource

We take on approximately five new trainees a year, as we're a relatively small community compared to biochemistry. There are only 20 labs in the country, and most host only one trainee at a time, and not every year.

We have increased engagement with the rest of the Immunology community, with two Ordinary members who now sit on the Immunology Professional Committee (IPC). We have also reached out to them in connection with national training and assessment events.

The launch of the IACC has gone well, with more junior members writing case-based discussions and scenarios and we're in discussion with the National School of Healthcare Science in terms of question

**"We have increased engagement with the rest of the Immunology community, with two Ordinary members who now sit on the Immunology Professional Committee (IPC)."**

setting. The new curriculum – joint allergy and immunology – for the Royal College of Pathologists goes live with exams in September and we have been pressing for a format suitable for Clinical Scientists to be included.

Our Committee is a young one, but is spread fairly equally across the country. It lacks representation from Northern Ireland and Scotland, but a different set up for Clinical Scientist training exists there.

We would like to thank Rehana Yub and Dinesh Mohanraj, who are stepping down, for their contributions. They will be missed.

# 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



**“The ‘Blueprint Programme’ to determine Northern Ireland future regional pathology management structure started in earnest this year .”**

## NORTH WEST

**Chair: Carrie Chadwick**

- › One Scientific Meeting took place in 2022, with six presentations and 46 attendees. It was held virtually.
- › First prize in the Ian Ward Members’ Papers Competition went to Jonathan Atkins (Wythenshawe Hospital) and second prize to Katherine Birch (The Walton Centre NHS Foundation Trust).
- › We recruited a new chair; Secretary (Sally Hanton); Treasurer (Ellen Rumsby); Trainee Rep (Charlotte Rumsby) and Ordinary Member (Niamh Horton).
- › We sustained engagement with regional members.
- › We have yet to resume audit meetings post COVID-19, and now lack an audit lead on the committee.

### 2023–24 goals

- › Fill vacant committee roles
- › Hold autumnal regional audit meeting
- › Boost membership attendance to meetings via hybrid and face-to-face meetings

## NORTHERN IRELAND

**Chair: Dr Jennifer Cundick**

- › Our first ever virtual – as opposed to in-person – Scientific Meeting took place in October 2022. It attracted many attendees from outside the region, and we introduced a trainees presentation prize there which we plan to run annually.
- › Weekly FRCPath tutorials continue, but regional tutor Dr Grainne Connolly steps down in May 2023. My thanks to Grainne who has provided so many years of dedicated service and consequent trainee exam success.
- › The Northern Ireland Pathology Information Management Systems (NIPIMS) project continues, with laboratory information management system (LIMS) low-level design largely completed and user acceptance testing ongoing.
- › The ‘Blueprint Programme’ to determine Northern Ireland future regional pathology management structure started in earnest this year. Current activity includes development of shortlisting criteria for various options for hosting management structures.

### 2023–24 goals

- › Meetings Secretary Dr Kirsty Spence to play key role in arranging session for Northern Ireland speakers at UKMedLab23
- › Plan first in-person Scientific Meeting since early 2020 for Autumn 2023
- › Representation of ACB member interests/ values during Blueprint Programme project

## REPUBLIC OF IRELAND

**Chair: Alison Bransfield**

- › A trainee group member completed their FRCPath exams. Trainees (14 currently) are supported by the The Association of Clinical Biochemists in Ireland (ACBI), and we are unique among ACB regions in that our trainees all work full-time and must study out of hours.
- › Training is provided by Dr Janice Reeve, assisted by Rachel Cullen, who cross the ACB/ACBI line.
- › We held a virtual half-day Scientific Meeting in February 2023 which was very well attended, particularly by other ACB regions. The clinical half focused on investigation of growth, hormone deficiency in children, obesity and pharmacogenomics, while in the second half ACB President Dr Bernie Croal spoke about the Getting It Right First Time initiative.

### 2023–24 goals

- › Complete the regional audit
- › Support our trainees by exploring how we can work with colleagues in other labs across the ACB
- › Collaborate with colleagues in ACBI to create some full Ireland meetings or events





“The highlight for many was an in-person Regional Scientific Meeting held in Stirling in June 2022 – the first face-to-face meeting the ACB Scotland Committee had organised since the pandemic.”

## SCOTLAND

**Chair: Rebecca Pattenden**

- › The highlight for many was an in-person Regional Scientific Meeting held in Stirling in June 2022. This was the first face-to-face meeting the ACB Scotland Committee had organised following the pandemic. Trainees got to present their masters project for the John King Award, and speakers in the afternoon focused on a nutrition theme.
- › **Jonathan Strachan** (Trainee Clinical Scientist, NHS GG&C) won the John King Award, demonstrating that calcitonin can be measured by LC-MS/MS and further opening discussion for the possibility of measuring other large peptides by this method.
- › The first in-person Committee Meeting was held at the end of 2022.

### 2023–24 goals

- › Promote awareness of the Scotland bursary and boost take-up
- › Expand membership of Committee and increase specialisms
- › Arrange ACB Scotland contribution for UKMedLab programme in June 2023

## SOUTH WEST AND WESSEX

**Chair: Roanna George**

- › We held four Committee Meetings in 2022, all of them virtual, with one being rolled into a regional meeting.
- › A Scientific Meeting took place in July, which was well attended, with one planned for May 2023. The ultimate aim is to return to two a year.
- › The presenters scored highly in post-attendee research, with topics including Renal Stones Overview (**Dr Rabia Chaudhry**); Stone Analysis by Fourier Transform Infrared Spectroscopy (**Kade Flowers**); Primary Hyperoxaluria (**Dr Gill Rumsby**); Cystinuria (**Claire Gallagher**) and Dietary Management of Renal Stones (**Susan Kennedy**).

### 2023–24 goals

- › Fill all Committee vacancies and re-establish it
- › Continue to build on regional networking
- › Reinvigorate Scientific Meetings

## SOUTHERN

**Chair: Dr Robyn Shea**

- › UKMedLab was held in London last year, for the first time in a while, and a highlight for the region was that it chaired a session on Innovation in Cancer.
- › Committee meetings continued virtually, but with one planned in person for summer 2023.
- › Trainees have been supported with regular tutorials, although not necessarily on a monthly basis, and annual reviews.
- › The Bill Richmond Prize was awarded to Rebecca Biss (co-authors Dr Sarah Pitkin, Dr Anne Dawnay and affiliations: Barts Health NHS Trust) for ‘Development and validation of a sex steroid LC-MS/MS panel in whole blood collected using volumetric absorptive microsampling’, and to Dr Thomas G. Morris (co-authors Jonathan Layley, Robin Geevarghese, Lucille Steele, Joshua Ssali, Dr Mehdi Mirzazadeh and affiliations: South West Thames Newborn Screening Laboratory, Epsom and St Helier University Hospitals NHS Trust, London, UK) for ‘Adult THS blood spot reference interval’.

### 2023–24 goals

- › Include more non-biochemistry disciplines as part of our UKMedLab23 contribution
- › Re-establish welcome meeting for new STP trainees and supervisors
- › Organise one in-person Scientific Meeting



“One of the highlights of last year was holding a Scientific Meeting in December at the University of Nottingham’s Jubilee Campus Conference Centre to unravel the complexities of metabolic bone disease.”

## TRENT, NORTHERN & YORKSHIRE

**Chair: John Shepherd**

- › Three Committee Meetings were held in 2022, all virtual and well attended, including the AGM in April.
- › The FRCPath tutorials, meanwhile, were held monthly, still virtually.
- › One of the highlights of last year was holding a Scientific Meeting in December at the University of Nottingham’s Jubilee Campus Conference Centre to unravel the complexities of metabolic bone disease.
- › We maintained around 67 ACB members in training/non-consultant grades and restarted the joint BSC ACP Clinical Immunology training days.
- › The Geoffrey Walker Award has been held over to the May 2023 regional meeting.
- › The region will get a new Chair at the AGM, **Dr Stephen Gibbons**.

### 2023–24 goals

- › Make a regional contribution to the ACB 70th Anniversary national meeting at the Royal Armouries in Leeds
- › Hold two regional meetings: one virtual and one in person
- › Refresh Membership Committee

## WALES

**Chair: Susan Prosser**

- › A successful Scientific Meeting on Transgender Medicine took place in March 2022, and another meeting in November with keynote speaker **Professor Dean Harris**, Consultant Colorectal Surgeon, on ‘The challenges of Raman spectroscopy in cancer detection’.
- › Regional trainees provided six presentations, with **Dr Annabelle Rodham** winning prize for ‘Validation of dried blood spot tandem mass spectrometry method to monitor phenylalanine concentration in phenylketonuria patients’. **Ffion Wood** was runner up.
- › Some 21 trainees attend weekly tutorials.
- › **Professor Mike Badminton**, longstanding ACB (and Wales regional committee) member and world-renowned expert in acute and cutaneous porphyrias, retired in 2022.

### 2023–24 goals

- › Scientific Meeting in April 2023 to celebrate Professor Mike Badminton’s career
- › Seek Genetics/Microbiology and Haematology Committee representatives
- › Host session at UKMedLab23
- › Improve the information on the website

## WEST MIDLANDS

**Chair: Pervaz Mohammed**

- › A Scientific Meeting combined with the AGM was held in July at the Aston Tavern, the first fully in-person meeting since pre COVID-19. The speakers were **Dr Helen Ashby** on ‘Post-MI lipid audit’ and ‘Changes in lipid treatment’ and **Dr Pankaj Gupta** on ‘Rapid MI diagnosis’.
- › The West Midlands Audit Group restarted after several years of inaction. Two initial virtual meetings took place, with representation from almost all networks/Trusts in the region. Suggestions for taking the group forward were discussed and several short audit presentations were given from different sites to help generate ideas for a region-wide audit. Audit topics of interest include acute kidney injury alerts, troponin pathways, testosterone and lipid calculations.

### 2023–24 goals

- › Hold regular in-person meetings
- › Achieve three events a year
- › Improve networking across the region
- › Raise awareness of the Robert Gaddie Poster and Oral Presentation Prize prize among trainees and encourage submissions

**Dr Mike Cornes**  
National Negotiator

## FEDERATION OF CLINICAL SCIENTISTS (FCS)

**Certificated Trade Union, with full national recognition and negotiating rights, representing the interests of Clinical Scientists in the NHS and other related areas.**

The past year has seen training go hybrid for FCS representatives, with a view to including one in-person session in the future and maintaining the rest as hybrid.

We held three hybrid executive committee and three national committee meetings, with the hybrid element boosted by putting the meeting on the big screen in Tooley Street.

### PENSIONS

Pensions has seen some positive changes: in October 2022, there was a change to the way pensions were collected. The contributions reflect the actual hours worked as opposed to the 'whole time' equivalent working. So those who work part-time have benefited, with a second phase of changes coming in 2023, meaning most of our members should see a reduction in their contributions.

**“The McCloud judgement will put many members at or near retirement in a more financially beneficial position, allowing them to retire earlier than they thought they might, which could lead to an exodus of experience we were neither expecting nor planning for.”**

Some trainees and band sevens might see a very marginal increase as they change the cut-offs and percentages, with those on higher bands seeing a drop in percentage contributions and those on lower ones an increase. A lot of our members sit at the higher end or in the middle.

Additionally, we have seen and are seeing the implementation of the McCloud judgement. This will put many members at or near retirement in a more financially beneficial position, allowing them to retire earlier than they thought they might, which could lead to an exodus of experience we were neither expecting nor planning for.

### TRADE UNION DISCUSSIONS

We have been supporting the ACB and consulting on pertinent issues with committees including the Social Partnership forum. NHS England's updated guidance to managers regarding handling staff suffering from long COVID-19 has been circulated to members.

We are contributing to the ACB's Membership Review and are also in discussion about FCS-only membership. We thank Dr Paul Cawood for his contribution on his retirement and welcome the CSP's Iain Croker who takes over from Emma Lenahan.



## COVID-19 REPERCUSSIONS

The legislation that was brought in to cover COVID-19 and COVID Sickness has now become a part of normal NHS sickness protocol. All the temporary changes that were brought in through COVID-19 have been logged and filed away and, in the case of another pandemic, we will benefit from lessons learnt and won't have to reinvent the wheel. Long COVID-19 guidance has been produced, but it's being treated now as you would any other long-term sickness process.

One benefit of the pandemic is that there are now much improved terms and conditions relating to flexible, remote and hybrid working. The downside is that there are increasing cases around flexible working to be worked through.

## TRADE UNION DISCUSSIONS

Discussions on salaries and pay rises have taken up the bulk of discussions, as evident from strike action and in the news. Take home pay for those above band seven, because of tax and pension changes, dropped. It even meant that those in band 8A in some cases owed Trusts money in back pay for pensions.

**“Discussions on salaries and pay rises have taken up the bulk of discussions, as evident from strike action and in the news.”**

In 2022, when we put in our pay review body information, there was some last-minute division among Unions. The pay deal was not announced until well into the financial year as has been commonplace recently.

We have surveyed members to gauge their views on the pay and look at what the appetite is for action around this. There was clear unhappiness with the pay deal and an appetite both for action and to review the no-strike policy. A group will be established to work through the implications of this before formally balloting members.

## 2023-24 GOALS

- › **Work on closure of cases that are ongoing and seek an appropriate solution to them**
- › **Increase the uptake of training and recruiting of new members**
- › **Produce an appropriate response to the survey on pay and working conditions**

## Green Champions Group

# ENVIRONMENT AND SUSTAINABILITY

### We want environmental sustainability to be embedded into diagnostic laboratories

The ACB's policy on EDI, adopted at its 2020 AGM, is now being bedded in throughout the organisation.

The ACB Green Champions are a small team of enthusiastic individuals who banded together in late 2022. We felt that there was growing imperative and enthusiasm for diagnostic laboratories to step up and play our part in moving towards a Net Zero NHS. Laboratories process vast numbers of samples, consume huge amounts of energy, and produce staggering amounts of plastic waste. There is no time like the present. We need to act now.

The Green Champions are looking to offer support to ACB members and their laboratories. This could take the form of education, signposting to existing frameworks and toolkits, and sharing case studies of good practice. We want environmental sustainability to be embedded into diagnostic laboratories.

Furthermore, we want to consider our environmental

impact of all aspects of the Association's work; from UKMedLab, to bursaries and grants, and throughout regional activities. This all requires sustained behavioural change.

This is a huge challenge for clinical laboratories and change will not happen overnight. We hope to grow this team over time, learning from each other and the wider community as we go, and are open to receiving any examples of good practice or suggestions for meaningful change. We are also considering appointing a Champion in every Trust.

This is currently a group rather than a committee, to make it more flexible and nimbler. The NHS and laboratories may be a little bit late to the party, but better late than never. We don't want to reinvent the wheel. There are established groups and organisations out there which already have their own resources and framework, so for us to write our own would not add anything. Instead, we hope to link with other organisations such as, LEAF in labs, MyGreenLab and Centre for Sustainable Healthcare – in particular, the clinical labs sustainability network (susnet).

In embedding sustainability within the ACB, we will be looking at alternative ways of sharing information, such as using shared spaces, instead of emailing massive documents – every little bit helps. We will ensure that

**“We felt that there was growing imperative and enthusiasm for diagnostic laboratories to step up and play our part in moving towards a Net Zero NHS.”**



[LEAF in labs](#)

[MyGreenLab](#)

[Centre for Sustainable Healthcare](#)

we source equipment and services from sustainable companies. We will assess the environmental impact of over-commissioning diagnostic tests, and the potential savings from sustainable sourcing.

## SUSTAINABLE INVESTMENT

The ACB is using Tribe, the UK's first dedicated impact wealth manager, to invest funds on its behalf. It is too early yet to publish any significant figures, but worth illustrating where at least some of the funds will go with a relevant case study.

Tribe is a [certified B Corporation](#), meeting the highest standards of verified social and environmental performance, transparency and accountability to balance profit and purpose.

It is a signatory of the UN Principles for Responsible Investing and the UN Environment Programme Finance Initiative, as well as HM Treasury's Women in Finance, Science Based Targets and the Principles of Positive Impact Finance.

**“The Vestas case study illustrates how Tribe, the UK's first dedicated impact wealth manager, will be investing some of ACB's funds.”**

## EXPLORING WAYS TO CUT CARBON EMISSIONS

Vestas, in collaboration with Windcat Workboats, is launching a pilot programme to explore how a hydrogen-powered crew transfer vessel (CTV) can help reduce carbon emissions from offshore service operations.

Developed by Windcat Workboats and its sister company CMB.Tech, who recently said this was the world's first hydrogen-powered CTV, the vessel features dual-fuel engines supplied by MAN Engines and is capable of being powered by hydrogen in combination with marine gas oil.

The solution will be tested at the Norther offshore wind farm, located in the Belgian North Sea, and is planned to launch on 15 July and run until the end of the year. Held in Ninety One Global Environment Fund.

Source: [www.4coffshore.com](http://www.4coffshore.com) and [www.vestas.com](http://www.vestas.com)

## 2023-24 GOALS

- › **Host a Green Champions area on the ACB website, with case studies and links to helpful resources**
- › **Report on the findings of a 'baseline survey' on what our members are already doing in their departments**
- › **Ask members to nominate a Green Champion for every lab**

**Ben Nicholson**  
Finance Director

## FINANCE DIRECTOR'S REPORT

I'd like to start my report by thanking my predecessor, Dr Mike Bosomworth, for his hard work during his tenure as Finance Director and for his help when I took over the post at last year's AGM.

**The full details of the Association's 2022 Accounts are available on our [website](#) for your perusal.**

This year's income figures will look high as we completed the sale of the 4th floor of Tooley Street. With regard to our operating budget, excluding the proceeds of the property sale, unreleased losses on investment and losses on investment disposal, we finished the year on budget.

This has been achieved alongside a programme of change management while recovering from the impact of the pandemic and a period of industrial unrest. UKMedLab22 was a particular challenge with the announcement (and cancellation) of train strikes and tube strikes on key dates.

Despite these challenges, we hit our budget to deliver a healthy year end position. We activated a new investment strategy in 2022 with a focus on social and environmental impact, investing the property sale

**"Next year we will be able to report on social and environmental impacts as well as financial performance."**

proceeds with a specialist impact investment manager. These investments go further than ethical investments and actively create positive social and environmental impact. So, next year we will be able to report on social and environmental impacts as well as financial performance.

We continue to diversify our income streams through membership growth, industry partnerships, publishing, and scientific meetings. We have also attracted project funding for educational activities from Health Education England.

Our finances are in a healthy position and, with the creation of a Finance and Risk Committee, we are shaping the long-term financial strategy for the Association while managing short-term risk.

Thanks to the staff team at Tooley Street for their welcome and support. I look forward to working hard for the ACB over the next few years to help to ensure our finances are fit for the future.

### 2023-24 GOALS

- › **Further align our investments to strategic themes of innovation, inclusivity, and environmental sustainability**
- › **Embed a three-year financial planning process**
- › **Increase income for development in membership services**

# STAKEHOLDERS AND PARTNERS

## STRATEGIC INDUSTRY PARTNER

Abbott

## CORPORATE MEMBERS

Abbott

Advanced Instruments Ltd

Alpha Laboratories Ltd

A Menarini Diagnostics Ltd

Beckman Coulter UK Ltd

Becton Dickinson UK Ltd

BHR Pharmaceuticals Ltd

Biohit Healthcare Ltd

CliniSys Solutions Ltd

Diaqual Ltd

DiaSorin Ltd

Greiner Bio-One Ltd

HORIBA Medical-UK

Launch Diagnostics

LumiraDx Ltd

Mast Group Ltd

Nova Biomedical UK

Ortho Clinical Diagnostics

R-Biopharm Rhone Ltd

Randox Laboratories Ltd

Roche Diagnostics Ltd

ScheBo Biotech UK Ltd

Sebia UK Ltd

Sekisui (UK) Ltd

Shimadzu UK Ltd

Siemens Healthcare

Diagnostics

The Binding Site Group Ltd

Tosoh Bioscience Ltd

Waters Ltd

x-Labsystems Ltd

## EXTERNAL MEMBERSHIPS AND PARTNERSHIPS

Academy for Healthcare Science

American Association for Clinical Chemistry

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

National School of Healthcare Science

NHS Staff Council and Social Partnership Forum

Royal College of Pathologists

Science Council

Right: digital illustration of DNA





## THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY & LABORATORY MEDICINE

### EXECUTIVE MEMBERS

President: **Dr Bernie Croal**

Past President (until 13 July 2022):

**Professor Neil Anderson**

Chief Executive Officer: **Jane Pritchard**

President Elect (from 13 July 2022):

**Kath Hayden**

Company Secretary: **Dr Sarah Glover**

Director of Finance (until 13 July 2022):

**Dr Mike Bosomworth**

Director of Finance (from 13 July 2022):

**Ben Nicholson**

Director of Publications and  
Communications: **Kamaljit Chatha**

Director of Education, Training and  
Workforce: **Hazel Borthwick**

Director of Scientific Affairs:

**Alexandra Yates**

Director of Clinical Practice: **Dr Mayur Patel**

Director of Regulatory Affairs /

FCS Chair: **Dr Emma Lewis**

Director of Conferences and Events:

**Sarah Robinson**

Chair Microbiology Professional  
Committee: **Dr Rob Shorten**

Chair Immunology Professional  
Committee: **Dr Elizabeth Bateman**

Non-Executive Director: **vacant**

### NATIONAL MEMBERS

National Member: **Dr Ian Godber**

National Member: **Sophie Hepburn**

National Member: **Dilini Prangige Peiris**

### REGIONAL MEMBERS

North West (until 13 July 2022):

**Dr Shirley Bowles**

North West (from 13 July 2022):

**Carrie Chadwick**

Northern Ireland: **Dr Jennifer Cundick**

Republic of Ireland: **Jennifer Brady**

Scotland: **Rebecca Pattenden**

South West & Wessex: **Roanna George**

Southern: **Dr Robyn Shea**

Trent, Northern & Yorkshire: **John Shepherd**

Wales: **Susan Prosser**

West Midlands: **Pervaz Mohammed**

**Edited by** Louella Miles

**Designed by** Design Science

*Cover: genome sequence map illustration*

**ACB.ORG.UK**