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Association for  
Laboratory  
Medicine

# CELEBRATING THE POWER OF SCIENCE AND MEDICINE

[Annual Report 2025 >](#)



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

The Association for Laboratory Medicine

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## FOREWORD



President  
Ian Godber

2025 has been a busy and rewarding first year in the role and I've been struck throughout by just how much influence LabMed has when we have the chance to use our voice.

One of the most important areas this year has been making sure laboratory medicine is part of the national conversation. We contributed to the government's 10-year Health Plan consultation and responded when it was published, highlighting where laboratory services need to be central to delivery. Since then, we've met with all of the UK's chief scientific officers to talk through our strategy and where we think the profession needs to go next. I'm delighted all have agreed to speak in a panel at LabMedUK26. There is real interest in what we bring, but also more for us to do in making our case clearly and consistently.

I've also had the chance to represent LabMed in a range of settings, from the Scottish Parliament to events at the House of Commons. These give us the opportunity to explain how laboratory medicine underpins so much of modern healthcare and to draw attention to areas like point-of-care testing and patient-focused sampling that will only become more important in the future

I'm keen for us to have a stronger international focus. Through meetings and speaking invitations with organisations such as IFCC, EFLM and EQALM, we are contributing to wider discussions about the future of our profession, while also learning from others facing similar challenges. I'm keen that more of our members take up opportunities on international

**“a modern, inclusive  
and influential  
professional body”**

committees and we've started to make it easier to get involved promoting and supporting applications for these including through my new monthly president's newsletter.

We've continued to work with partner organisations across pathology and healthcare science. Whether responding to consultations, contributing to joint pieces of work, or simply sharing perspectives, these relationships help ensure that our voice carries further than it would on its own. I'm also pleased to see our partnership with Roche develop this year including a popular educational webinar series.

I attended EuroMedLab in Brussels where EuroMedLab2027 was launched and I'm very much looking forward to being involved as president of the Congress. Work on the programme is already underway, and it's a great opportunity to showcase UK laboratory medicine on an international stage.

What has stood out to me most this year is the willingness of members to get involved whether that's responding to consultations, contributing expertise, or representing LabMed more widely. A big part of our role is making those opportunities visible and accessible. I'm looking forward to building on this in the next year of my presidency.

## 2025 REPORT



Chief executive officer  
Victoria Logan

This year we launched our 2025-2029 strategy, setting a clear direction for the organisation and reinforcing the central role of laboratory medicine in delivering future plans for the NHS in all four nations. Throughout the year, we contributed actively to national consultations, including workforce planning and system transformation, ensuring that the expertise of our members informs policy and future service design.

Following the rebrand in 2024 this year we undertook significant work to modernise our governance framework including bring the Trade Union into the centre of the organisation. We updated our Articles of Association and Bye-laws and reviewed and updated all our committee Terms of Reference and role descriptions for directors and other leadership roles. These changes will support greater transparency, accountability, and effectiveness as we continue to strengthen our support for members.

Supporting our members' professional development remains a core focus. We delivered a comprehensive programme of events including national meetings, regional scientific sessions many of which were held online enabling hundreds of members to access these as well as specialist updates. Highlights included LabMedUK in Manchester, our support for trainees through the residential course in Nottingham (January 2026) as well as the Training day and Freddie Flynn lecture and the National Audit Meeting. After the funding ended for the Learning Academy we are pleased to be able to retain it as part of the core member offer and continue to expand this digital learning offer.

Our commitment to patient engagement has been strengthened through the project to relaunch Lab Tests Online UK. This included a focus on user research with collaboration and funding from both IBMS and RCPATH. This is a huge step forward as more individuals access their results through digital platforms such as the NHS App in England.

We continued to build strong partnerships with key organisations across the UK and internationally, including professional bodies and industry partners. Our ongoing collaboration with Roche has supported a well-attended webinar series covering digital transformation, biomarkers and sustainability. We have also contributed to cross-sector initiatives, including work on the Carter Review.

Engagement with members remains strong through regional activities, trade union support, and increased opportunities for involvement in committees and special interest groups. We have also strengthened links with microbiology and immunology communities supporting new training initiatives and expanding our reach.

Financial sustainability continues to be a priority. While cost pressures remain, we have maintained careful financial management and continue to build income through partnerships, sponsorship and new initiatives.



We foster the highest standards in laboratory testing and patient care.

We provide trade union support for our members.

We promote laboratory medicine to the wider community

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

## ABOUT LABMED

**Our members are the scientific and medical workforce at the heart of diagnostic medicine, supporting patient care every day.**

- [🔗 Science Knowledge Hub](#)
- [🔗 Education & Training](#)
- [🔗 Audits](#)
- [🔗 Events](#)
- [🔗 Publications](#)
- [🔗 Grants](#)

### Who are we

We are the leading professional association and trade union dedicated to supporting, representing and advancing scientists and medical practitioners working in healthcare laboratories across the UK. We champion the essential role of laboratory medicine in delivering high quality patient care and improving public health.

Our work spans professional development, workforce advocacy, scientific leadership, policy influence and public engagement. Everything we do is grounded in our commitment to excellence, innovation, inclusion and sustainability.

Our mission is to:

- Foster the highest standards in laboratory testing and patient care.
- Provide trade union support for our members.
- Promote laboratory medicine to the wider community.
- Support scientists and practitioners through scientific and training meetings, bursaries and awards.

We work with the clinical diagnostics industry through our Corporate Member and Strategic Partnership programmes to support our mission and engage with industry bodies such as BIVDA and ABHI.

**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.**

### What we do

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 to promote laboratory medicine. We offer our members a wide range of benefits, including:

- **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.

## OUR IMPACT IN 2025

### EVENTS & COURSES

#### TRADE UNION WEBINARS

Supporting members with workplace policies, organising and becoming workplace representatives

- Online attendees: 317

#### REGIONAL MEETINGS

Free, accessible regional educational meetings (online and in-person)

- In-person attendees: 217
- Online attendees: 835

#### NATIONAL MEETINGS

- Patient centric sampling conference: 87
- LabMedUK25: 309
- LabMed leaders summit: 41
- Freddie Flynn/Trainees day: 83
- National Audit Day:  
71 (in person), 35 (online)
- Ahead of Care  
webinar series  
co-hosted by Roche: 754



### BURSARIES & GRANT FUNDING

Support members' participation in conferences, educational events and research:

- Regional bursaries: £16,258.95
- Education committee bursaries: £2,323
- 3 research and innovation grants
- Total funds awarded in 2025:

**£55,178.34**



### LEARNING & CAREER DEVELOPMENT

#### LABMED LEARNING ACADEMY

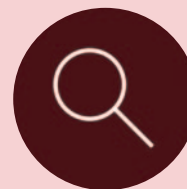
- 399 enrolments

#### EFLM LEARNING ACADEMY

- Free access for 1,322 members
- 318 members awarded the European Specialist in Laboratory Medicine (EuSpLM) designation

#### MENTORING

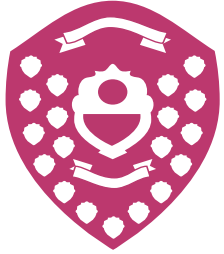
76 active users



### POLICY & NATIONAL REPRESENTATION



- We welcomed the publication of Fit for the Future, the NHS 10-year plan for England. LabMed has made a strong and public case for Laboratory Medicine to be embedded at the heart of this transformation. From digital diagnostics and AI to Neighbourhood Health and point-of-care testing, our work underpins prevention, integration and patient empowerment.
- LabMed responded to the Department of Health and Social Care's call for evidence on the 10-year workforce plan in England. Its submission emphasised the vital role of laboratory professionals in delivering NHS transformation, with members already driving innovation across UK pathology services.
- New joint Validation Guidance for Medical Laboratories was developed following LabMed's 2025 Patient Centric Sampling Conference, addressing the need for clearer validation of IVDs used beyond manufacturers' instructions. Produced with IBMS, UKAS and MHRA, it supports consistent, robust validation practices to ensure reliable, accurate and safe patient results.



## MEMBERSHIP AWARDS 2025

### EMERITUS MEMBER OF THE ASSOCIATION

**Paul Newland** nominated by the North West region.

### PRESIDENT'S SHIELD

The President's Shield is awarded for outstanding contribution to the Association.

In 2025 it was awarded to **Hazel Borthwick** (pictured right receiving the Shield from Katharine Hayden at UKMedLab25) for her contributions to education, training and workforce development over many years.





## PLENARY/MEDAL AWARDS

**IMPACT AWARD**

**Rachel Marrington  
and Finlay MacKenzie**

**FOUNDATION AWARD  
INTERNATIONAL AWARD  
MEDAL AWARD**

**Erik Kilpatrick**

**Mario Plebani**

**Emma Ashley**

**FREDDIE FLYNN AWARD**

**Wiebke Arlt**

**FREDDIE FLYNN AWARD LECTURE**

**Gwen Wark**

## POSTER PRIZE AWARDS

**INTERACTIVE CLINICAL CASES  
(Oral presentation)**

**Sophie Rothwell Mason – winner**

**Laura Bernstone – runner up**

**CLINICAL CASES (Oral presentation)  
POSTER SHOWCASE**

**George Allen**

**Shaun Chowdry**

**Becky Hopkins**

**Foteini Mastorakou**

**POSTER OF THE DAY**

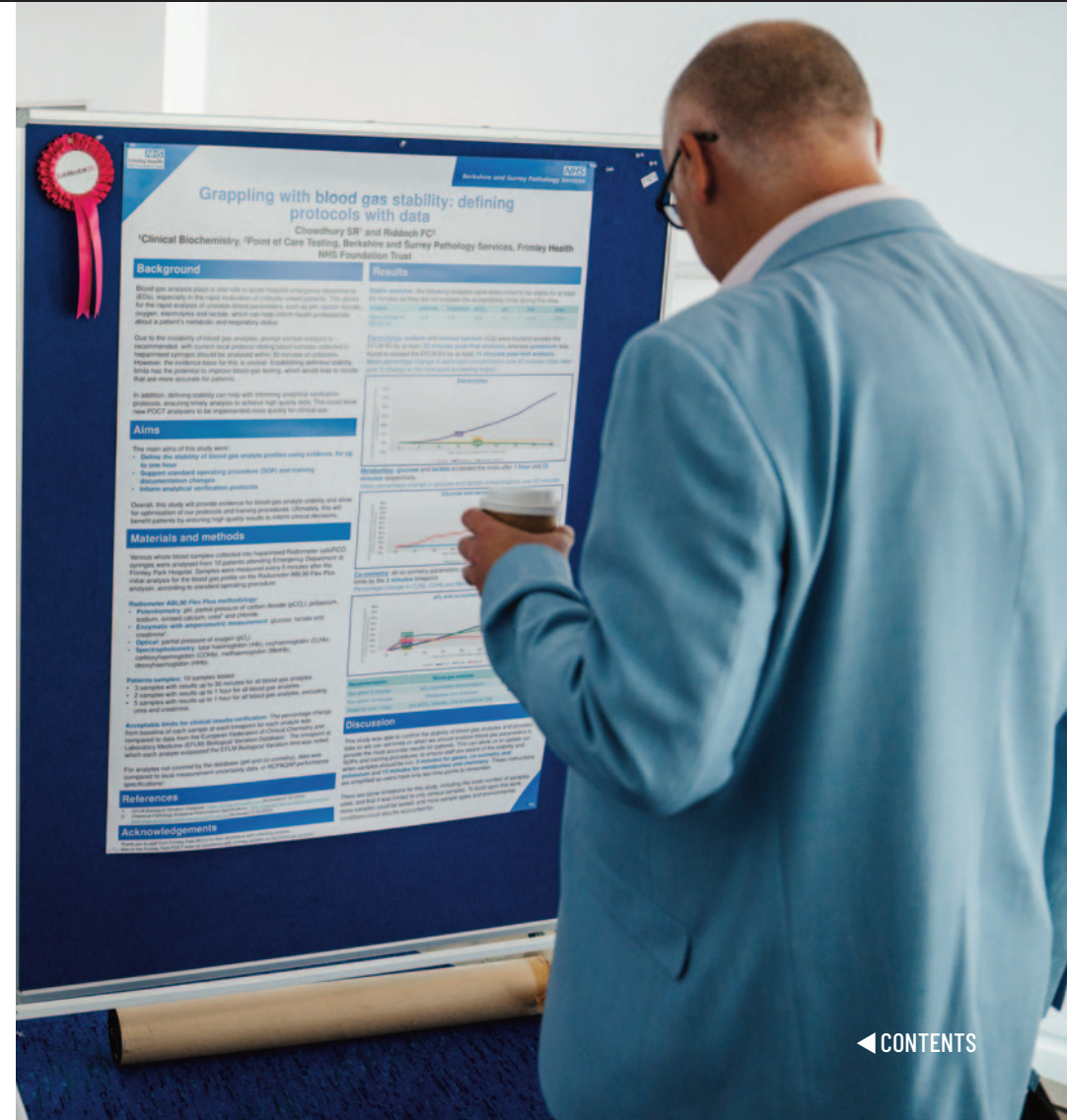
**Gainne Daly – Tuesday**

**Laura Cook – Wednesday**

## NATIONAL AUDIT MEETING

**Hannah Fearon – winner**

**Megan Souness – runner up**



# COMMITTEE REPORTS

- Education and training
- Scientific and clinical practice
- Publications and communications
- Conferences and events
- Microbiology professional
- Immunology professional
- Trade Union

BY KATIE HADFIELD

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

## EDUCATION AND TRAINING COMMITTEE

Key events for the Education and Training Committee were the successful training day at LabMedUK25 and the Trainees' Day convened by the Trainees Committee and Freddie Flynn Lecture awarded to Gwen Wark, all of which provided valuable learning and networking opportunities.

The national education bursary scheme remained an important way in which we help widen access to professional development. In 2025, six bursaries were awarded, supporting attendance at a range of events including LabMedUK25, ADLM 2025, the European Society for Clinical Virology (ESCV) meeting and National Audit Day.

The committee has also played an important role in representing the profession at a national level. This included contributing to the independent review of the National School of Healthcare Science (NSHCS), with a focus on strengthening training pathways, improving access to digital and data skills, and ensuring programmes reflect the evolving needs of the NHS workforce. Key themes highlighted the importance of

expanding training beyond formal programmes, supporting equivalence routes, and addressing workforce challenges in smaller and specialist disciplines.

The committee's work continues to support LabMed's five-year strategy, particularly in around digital readiness and workforce development. There is increasing focus on developing practical training in areas such as artificial intelligence and machine learning which is being picked up through the new AIG and Informatics Special Interest Group.

Workforce development also remains a priority, with activity focused on supporting career progression, addressing training gaps and championing the role and recognition of clinical scientists. Louise Hawke was appointed workforce lead and Daniel Hills deputy workforce lead to develop this work.

Looking ahead, the committee is developing a new leadership training offer to support members as they progress into more senior roles, helping to build an influential and resilient laboratory workforce.

### 2026-2027 GOALS

# 1

Expand training in digital skills, including AI, machine learning and laboratory IT systems

# 2

Strengthen workforce development through stakeholder engagement with national bodies

# 3

Launch a new leadership training programme to support career progression

## LABORATORY MEDICINE LEARNING ACADEMY

The Learning Academy has continued to develop in 2025, expanding its content and improving the learning experience for members. New modules published this year included a series on cardiac biomarkers (Paul Collinson), alongside content on lipids and cardiovascular risk (Tina Mazaheri and Jaimini Cegla) and diabetes in pregnancy (Claire Meek), strengthening the Academy's offer in clinically relevant areas.

Engagement with the platform has grown, with 169 learners enrolling in at least one course, generating 399 total enrolments and 372 hours of active learning.

A significant milestone this year has been the procurement of a new Learning Management System. This has substantially reduced annual running costs while providing a more modern and flexible platform. Enhancements will include improved navigation, more interactive content, a mobile-friendly experience, certification and the introduction of a community space to support peer engagement.

## 2026-2027 GOALS

### 1

Launch and embed the improved Learning Academy platform

### 2

Expand content to include a broader range of topics, including management and professional skills

### 3

Continue to address training gaps through new modules, clinical cases and live learning opportunities



The Academy continues to play an important role in addressing gaps in laboratory medicine training. A growing programme of new content is planned, including modules on professional development, laboratory skills and management, alongside the digital relaunch of *Clinical Cases in Laboratory Medicine* and expanded live training opportunities.

BY DAVID GAZE

Responds on behalf of LabMed on all scientific matters relevant to the practice of laboratory medicine

## SCIENTIFIC AND CLINICAL PRACTICE COMMITTEE

2025 saw new leadership of the Scientific and Clinical Practice Committee (SACP), with David Gaze appointed as director of scientific affairs and Chris Duff as deputy director. The Audit Committee delivered a successful National Audit Meeting held at the Royal College of Pathologists in November. This featured key topics such as PSA testing, testosterone, tumour markers, ctDNA and iron monitoring in heart failure, and continues to be a well-supported and valued event.

The committee also helped shape LabMed's response to the 10 Year Health Plan for England that was published in July and emphasised how laboratory medicine can support the shift from hospitals to communities, increase digital transformation and shift focus to prevention.

The committee continued to support our special interest groups including a new group focused on Patient Centric Testing and Sampling and the paediatric reference range group that has established a new programme of work. We also continued to seek member input for NICE guidance and the Clinical Sciences Reviews Committee continued to



produce a strong pipeline of review articles. In addition, a new HbA1c Professional Group has been established, led by Mayur Patel, to support evolving clinical and analytical considerations in diabetes diagnosis and monitoring.

### RESEARCH AND INNOVATION GRANT

The Research and Innovation grant scheme remained a key area of activity, with three projects selected from ten applications. A new scoring system was introduced to improve transparency and consistency and will be reviewed ahead of the 2026 round.

Grants awarded in 2025 were:

- **Emma Crossley:**  
Understanding PCSK9 and inflammation in critical illness
- **Harry Thynne:**  
Improving prediction of renal transplant outcomes
- **Sally Hanton:**  
Exploring free lambda light chains in multiple sclerosis.

## 2026-2027 GOALS

1

Progress and expand the HbA1c Professional Group, including development of analytical and clinical subgroups

2

Strengthen collaboration with industry partners including BIVDA and ABHI

3

Advance verification and validation work, including updates to processes and tools

BY RAV SODI

**Oversees all publications and communication from LabMed to its membership and the public**

## PUBLICATIONS AND COMMUNICATIONS COMMITTEE

2025 has been a year of transition for the Publications and Communications Committee with Rav Sodi appointed as director in October. The committee extends its thanks to Kamaljit Chatha for her leadership establishing this new committee and serving as it's first director.

Key priorities from the previous year remain in progress, particularly improving how guidelines and best practice materials are published and accessed, and expanding the analyte monograph series through the Learning Academy. Progress has also been made in strengthening editorial capacity, including the appointment of Tahir Pillay as deputy editor of the *Annals of Clinical Biochemistry*.

The annual committee meeting in November 2025 brought together representatives from across LabMed's core outputs, including the *Annals*, *LabMed News*, Lab Tests Online UK and the Scientific and Clinical Practice Committee, supporting a more joined-up approach to publications and communications.

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[Instagram](#)

Member feedback continues to reinforce the importance of this work, with the 2025 Membership Survey highlighting the value placed on LabMed's scientific expertise, advocacy and publications, particularly the *Annals of Clinical Biochemistry*.



## 2026-2027 GOALS

### 1

Revive and expand the National Analyte Monographs Catalogue via the Learning Academy

### 2

Integrate key learning platforms such as Learning Academy to support CPD and training

### 3

Develop a network of subject matter experts to support publications, peer review and wider committee activity

BY REBECCA POWNEY

## LAB TESTS ONLINE UK

2025 has been a year of change for Lab Tests Online UK, with major progress towards a full site redesign and content refresh.

User research conducted by William Joseph in 2024 provided overwhelmingly positive feedback, alongside clear recommendations to improve both site design and content. This has led to two key workstreams, both of which are now well advanced.

With the site now owned by LabMed and hosted in the UK, there is a significant opportunity to modernise its design and better meet the needs of users. The redesign, led by William Joseph, will be relaunched in March 2026. Alongside this, content development is underway, led by new editor Alan Deacon and an expanding team of reviewers, with a focus on improving clarity, accessibility and clinical relevance.

Engagement with the NHS England’s App team has continued, with progress made towards increasing direct links to Lab Tests Online UK, supporting access to trusted information at the point patients review their results. The site continues to play an important role in public engagement, reflected in its recognition at national level, including mention by the Department of Health and Social Care.

Sustained funding remains a key challenge. While the site continues to be supported by LabMed, IBMS and RCPATH, securing a longer-term funding model is an ongoing priority.

We extend our sincere thanks to Alan Deacon for taking over as editor replacing Sally Stock, who stepped down after 13 years of dedicated service. We also thank LabMed, IBMS and RCPATH for their continued support, including their additional investment in the site redesign.

## 2026-2027 GOALS

1

Deliver the successful relaunch of the redesigned website

2

Expand and strengthen the editorial and reviewer community

3

Secure a sustainable, long-term funding model

BY PAUL HAMILTON  
AND PHIL MONAGHAN



## ANNALS OF CLINICAL BIOCHEMISTRY

2025 has been a year of transition and continued development for the *Annals of Clinical Biochemistry*, with changes across both the editorial and publishing teams. New appointments, including Tahir Pillay as deputy editor and several associate editors across key specialties, have strengthened the journal's expertise and international reach. We also welcomed new publishing colleagues at Sage, ensuring continued support for the journal's operations.

Editorial activity remained strong, with 471 manuscript submissions in 2024 and 389 received by October 2025. Acceptance rates increased to 24% in 2025, reflecting a balance between selectivity and supporting high-quality submissions. While time to final decision has increased to 62 days, largely due to challenges in securing peer reviewers, production timelines have improved to 13 days, supporting more efficient publication.

The journal continues to demonstrate significant reach, with over 850,000 full-text downloads in 2024 and more than 500,000 by October 2025. While the impact factor currently stands at 1.0, the broader influence of the journal remains strong, particularly in supporting continuing professional development for laboratory professionals.

[LinkedIn](#)  
[Instagram](#)

## 2026-2027 GOALS

# 1

Improve efficiency of editorial workflows and peer review processes

# 2

Strengthen international collaboration and editorial expertise

# 3

Expand digital reach while maintaining high standards of scientific publishing

Outreach activity has included contributions to events such as the UKLabMed25 Training Day and regional scientific meetings, alongside ongoing social media engagement. The transition to an online-only format has also supported LabMed's sustainability goals, saving over 3.7 million printed pages.

We extend our thanks to the editorial board, reviewers and publishing teams at LabMed and Sage for their continued commitment to maintaining the journal's high standards.

BY SARAH ROBINSON

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

## CONFERENCES AND EVENTS COMMITTEE

The Conferences and Events Committee has continued to evolve its programme in response to member feedback, ensuring events remain relevant, accessible and engaging. Insights from event evaluations and the 2025 Membership Survey have directly shaped new initiatives, including the development of a dedicated meeting on the digital landscape in laboratory medicine planned for 2026.

LabMedUK25 continued to enhance member participation with a programme built from members submitting session and topic ideas. The Poster of the Day awards and a poster showcase



with oral presentations were all very well received. The conference attracted 309 attendees and continued to provide a strong platform for members to share their work.

A spotlight meeting on patient-centric sampling in February 2025 brought together 87 attendees from across the profession and led to the establishment of a new specialist interest group. Partnerships have also supported a broader educational offer, with a series of webinars delivered in collaboration with Roche covering topics such as social value, AI and digital transformation, Alzheimer's diagnostics and automated mass spectrometry.

Accessibility and reach have remained a priority, with hybrid delivery of the National Audit Meeting (71 in person, 35 online) and the development of a webinar series to better engage microbiology members planned for 2026. We were pleased to welcome Larisa Weidemann as deputy director of Conferences and Events. We also extend our thanks to Tamsin Lawson, the LabMed team and all organisers, speakers, sponsors and delegates for their continued support.

## 2026-2027 GOALS

### 1

Support planning and delivery of EuroMedLab 2027 in London

### 2

Expand accessible participation, including remote presentation options for awards

### 3

Deliver a broader programme of spotlight meetings across key topics

BY ROBERT SHORTEN



Represents the interests of microbiologists within the Association

## MICROBIOLOGY PROFESSIONAL COMMITTEE

The Microbiology Professional Committee has continued to strengthen its educational offer and professional influence in 2025. A key achievement has been the expansion of infection-focused online content, including recorded clinical case discussions which provide both targeted learning and a supportive platform for trainees to present and engage.

The committee maintained a strong presence at national meetings, with well-received sessions at the Federation of Infection Societies (FIS) conference in December 2025. Topics included opt-out bloodborne virus testing, innovation and industry collaboration in diagnostics, AI in infection management and 16S rRNA sequencing. This marks the third consecutive year of successful engagement at FIS, with further sessions planned for 2026.

At LabMedUK, a successful training day was delivered, with plans to evolve this into a series of shorter, trainee-led webinars in response to member feedback. The committee has also contributed to wider professional outputs,

including joint publication of a collection of papers on infection diagnostics with the Microbiology Society.

A significant milestone this year was the publication of joint guidance on the appointment of consultant clinical scientists in microbiology and virology, developed in collaboration with the British Infection Association and the Royal College of Pathologists. The committee continues to support trainees and early-career professionals through close engagement with higher education institutions and the National School of Healthcare Science.

### 2026-2027 GOALS

# 1

Expand online and in-person infection-focused educational content

# 2

Improve support for members across different training and career pathways, including equivalence routes

# 3

Advocate for improved and standardised terms and conditions for clinical scientists in microbiology and virology

BY ALISON WHITELEGG



Represents the interests of immunologists within the Association and national professional bodies

## IMMUNOLOGY PROFESSIONAL COMMITTEE

The Immunology Professional Committee (IPC) has continued to strengthen its collaboration with the British Society for Immunology – Clinical Immunology Professional Network (BSI-CIPN), supporting shared priorities in workforce development and education. A key example is LabMed's endorsement of the BSI-CIPN national workforce report, alongside IPC input into the development of educational initiatives.

Supporting the training and progression of immunology clinical scientists remains central to the committee's work. This year, analysis led by the education representative has provided valuable insight into the barriers and enablers of FRCPATH success, informing discussions at national meetings and helping to shape future support for trainees.

The IPC has also strengthened its representation at national level, with a new clinical scientist representative appointed to the JRCPTB/RCPATH Specialty Advisory Committee (SAC), including, for the first time, a trainee-level position.

## 2026-2027 GOALS

# 1

Deliver an enhanced Immunology training day at LabMedUK26

# 2

Develop guidance on appointing consultant clinical scientists in immunology

# 3

Expand educational content, including case studies, for the Learning Academy and Lab Tests Online

This enhances support for post-registration training and ensures the voice of clinical scientists is well represented.

We extend our thanks to Stephanie Laba and Helen James for their contributions as pre-registration representatives and look forward to their continued involvement as they progress in their careers.

BY MICHAEL CORNES

**Certified trade union, representing the interests of clinical scientists in the NHS and related areas**

## TRADE UNION

2025 has been a significant year of development for the union, with continued focus on strengthening support for members and representatives.

A major milestone this year was the member vote to rebrand the union as LabMed, alongside the introduction of withdrawal of labour as an option for members. We continue to work with the expertise of our partner the Chartered Society of Physiotherapy to develop the support we provide for members.

A programme of training sessions was delivered covering key topics such as job evaluation, organisational change and national pay negotiations, with strong engagement across the membership. Work is also ongoing to enhance the online resources available through the LabMed website, improving accessibility to guidance and support.

The training sessions attracted strong attendance, including 52 participants for job evaluation, 40 for organisational change, and 63 for national pay and negotiation updates, demonstrating continued demand for practical support and guidance.

We extend our thanks to all those who contribute to and support the work of the union.



## 2026-2027 GOALS

### 1

Expand online support resources and review the representatives' handbook

### 2

Recruit and support more members and representatives

### 3

Develop standard operating procedures for withdrawal of labour processes



## 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



## NORTH WEST

**Chair: Carrie Chadwick**

The Ian Ward Scientific Meeting (January 2025) attracted 207 attendees, with Sophie Rothwell Mason awarded winner and Francesca Ryan-Beswick runner-up. The Regional Audit Meeting (July 2025) welcomed 161 attendees, with Alan Cheung receiving the Audit Award.

A regional newsletter was introduced to improve communication, share updates and raise awareness of regional and national activity. The region was also well represented at LabMedUK25, with awards for Sophie Rothwell Mason and Sally Hanton, alongside strong poster and presentation contributions.

Five bursaries were awarded in 2025, totalling £1,750.

We extend thanks to Carrie Chadwick (chair) and Charlotte Harborow (trainees' representative) who are stepping down. Niamh Horton joins as meeting secretary, as well as Sofia Koussis (EDI liaison), Catherine Keymer (immunology representative), and Mohamed Ali (chemical pathology trainees' representative).

### 2026-2027 GOALS

- Increase engagement with the committee and LabMed activity
- Build on the success of scientific participation in LabMedUK26
- Relaunch the regional audit committee

## NORTHERN IRELAND

**Chair: Kathryn Ryan**

A key highlight for the region was a successful face-to-face scientific meeting held in Belfast in September 2025, bringing members together for a varied programme including Enterobacter species, POCT, myeloproliferative neoplasia, AI, cardiac biomarkers and trainee presentations. The meeting was attended by 41 members, with a trainee presentation prize awarded to Gary Roulston.

Significant progress has also been made in the Blueprint programme for a single regional pathology agency, with an accelerated timeline. LabMed members have played an important role in ensuring quality and funding for patient services remain central during this period of change.

Two bursaries were awarded in 2025, totalling £600.

We extend our thanks to Paul Hamilton for organising a highly successful meeting.

### 2026-2027 GOALS

- Continue engagement with pathology modernisation across the region
- Deliver annual scientific meetings
- Support workforce development and succession planning

## REPUBLIC OF IRELAND

**Chair: Alison Bransfield**

The region continued its core committee activity in 2025, with a focus on delivering its annual scientific meeting. The Republic of Ireland Scientific Meeting (January 2025), themed 'digital strategies at the clinical interface', attracted 108 attendees, reflecting strong engagement despite the region's size.

Recruitment to committee roles has been a challenge, with vacancies advertised and efforts ongoing to encourage members to get involved. Despite this, the committee remains active and committed, and members continue to progress through FRCPATH examinations.

One bursary was awarded in 2025, totalling £500.

We extend our thanks to Janice Reeve, Brendan Byrne, Roshaida Abdul Wahab, Eileen Byrne, Micheál Ryan and Carl Talbot for their continued contributions. We also thank Paula O'Shea, who stepped down this year, for her commitment and engagement over many years.

### 2026-2027 GOALS

- Deliver a successful scientific meeting with broad regional attendance
- Encourage members to join and support the regional committee



## SCOTLAND

**Chair: Seshadri Vasan**

The regional committee saw strong engagement in 2025, with all roles filled and good representation across specialties, career stages and gender. Meetings were well attended and focused on priorities for training and development.

Two successful events were delivered. The online meeting (March 2025), focused on AI and machine learning, attracted 169 attendees. The in-person scientific meeting in Edinburgh (September 2025) welcomed 71 attendees and featured 19 speakers across a broad range of clinical topics.

Key focus areas included artificial intelligence and sustainability (Green LabMed), with growing collaboration across UK organisations.

Five bursaries were awarded in 2025, totalling £1,928.40.

Congratulations to Georgia Conrich-Wilks (winner) and Jennifer Nobes (runner-up) of the LabMed Scotland Medal Award.

Special thanks to Christopher Pitt, Angela Burns, Frances Henriquez and Emma-Louise Reid for their contributions to the committee and scientific meeting, and to the outgoing chair Karen Smith for her long and distinguished service to LabMed.

### 2026-2027 GOALS

- Welcome new members onto the committee
- Promote bursary applications
- Expand future events to include sessions of interest and relevance all LabMed specialties

## SOUTH WEST & WESSEX

**Chair: Anna Barton**

The region delivered a successful online scientific meeting in May 2025 on diabetes and its management, attracting 190 attendees and demonstrating strong engagement with this format.

Four bursaries were awarded in 2025, totalling £1,428.40, supporting members' access to educational opportunities.

Committee activity has been limited this year due to challenges in maintaining key roles, including the absence of a secretary. As a result, planned committee meetings and an in-person scientific meeting in November were not able to proceed.

### 2026-2027 GOALS

- Re-establish full committee capacity, including recruitment to key roles
- Deliver a programme of online and in-person scientific meetings
- Increase member engagement and participation in regional activity

## SOUTHERN

**Chair: Vacant**

The Southern region delivered a successful joint meeting with UK NEQAS in Reading in June 2025, focused on interpretative comments, with 69 attendees. The event provided valuable educational content and opportunities for professional discussion.

The region continues to support member development, awarding eight bursaries in 2025 totalling £3,714.

A key priority for the region is strengthening committee capacity. Recruitment to committee roles is essential to support future activity, including the delivery of meetings and wider engagement with members.

### 2026-2027 GOALS

- Recruit and strengthen the regional committee
- Deliver an in-person regional meeting
- Continue to promote and support bursary uptake



## TRENT, NORTHERN & YORKSHIRE

**Chair: David Kennedy**

The region delivered a successful in-person scientific meeting in Leeds in October 2025, with a varied programme including genetic testing, trace elements and clinical case presentations. The meeting was attended by 36 members, with Thomas Bancroft awarded the Geoffrey Walker Award for best trainee presentation.

The committee met during the year and successfully filled most vacancies, including appointing a new chair in December 2025. Regional tutors continued to support over 30 trainees across specialties, alongside well-attended online tutorials for FRCPath preparation and a regional STP meeting in January 2026.

Seven bursaries were awarded in 2025, totalling £2,500, supporting attendance at national meetings and training courses.

We extend our thanks to outgoing chair Steve Gibbons and interim chair Ben Nicholson for their leadership. We also welcome David Kennedy as chair, alongside new committee members Hannah Wheeler, Sally Morton and Phillipa Burns.

### 2026-2027 GOALS

- Support upcoming LabMed events in the region and deliver a regional audit meeting
- Organise an in-person scientific meeting in autumn 2026
- Continue to support trainees through tutorials and bursaries

## WALES

**Chair: Susan Prosser**

The region has focused on preparing for the implementation of TrakCare Lab Enterprise (TCLE), with significant collaborative effort across laboratory teams in Wales. While progress has been made, delays mean full implementation is now expected in the coming year.

Due to these pressures, a scientific meeting was not held in 2025. However, plans are in place for an online regional meeting in April 2026, which will include a members' award session.

### 2026-2027 GOALS

- Support the rollout of TCLE across laboratories in Wales
- Deliver a regional scientific meeting in 2026
- Recruit and induct a new regional chair

## WEST MIDLANDS

**Chair: vacant**

Activity in the West Midlands region was limited during 2025, with no regional scientific meetings held either online or in person.

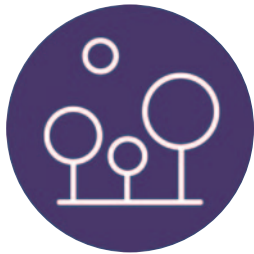
Despite this, the region continued to support member development through the awarding of three bursaries, totalling £1,015.09, helping members access national events and training opportunities.

Rebuilding regional activity and engagement will be a key focus moving forward, alongside strengthening committee capacity to support the delivery of meetings and wider initiatives.

### 2026-2027 GOALS

- Re-establish a programme of regional scientific meetings
- Strengthen committee capacity and member engagement
- Continue to promote and support bursary uptake

BY THE GREEN  
CHAMPIONS GROUP  
(CHRISTOPHER PITT)



## SUSTAINABILITY

The Green Champions Group grew activity and influence in 2025, strengthening collaboration with key stakeholders including RCPATH, IBMS, EFLM, academia, industry and national government initiatives. Membership has expanded, alongside the development of resources hosted on the LabMed website to support members in embedding sustainability into laboratory practice.

Laboratory medicine sustainability has been widely represented across regional, national and international meetings, with contributions to teaching programmes, webinars and invited talks across the UK and internationally. The group has supported a broad range of educational activity, including STP and MSc teaching, pathology network webinars, and presentations at major meetings such as IBMS Congress and international society events.

The group continues to contribute to national initiatives, including the NHS Pathology Greener Labs pilot and the CSH Clinical Labs Network, and maintains active engagement with industry partners through BIVDA. Work is also underway to develop sustainability-focused content for the LabMed Learning Academy.

Recognition of these efforts includes an award for establishing a laboratory green network at the Royal Marsden Hospital.

### 2026-2027 GOALS

- Strengthen strategic partnerships, including through UK Health Alliance on Climate Change
- Deliver sustainability-focused content across LabMed events, including LabMedUK26 and the Learning Academy
- Expand engagement through a growing network of speakers across regional and national events



BY ALAN COURTNEY

## EQUALITY, DIVERSITY AND INCLUSION

Equality, diversity and inclusion (EDI) activity has continued to develop across LabMed in 2025, with representation now embedded at committee level throughout the organisation. This year also saw the first dedicated EDI group meeting, bringing representatives together to review priorities and shape objectives for the year ahead.

The Science Council Diversity and Inclusion Progression Framework provides a structured approach to advancing EDI across professional bodies. In 2025, LabMed completed the Framework for the third time, each cycle informing a clear action plan to drive continuous improvement. We demonstrated particular strength in leadership, governance, membership, events and communications but can do more to collect and use data to support ongoing progress.

Improving accessibility remains a key focus. The expansion of hybrid meetings and the introduction of remote presentation options have begun to open up new ways for members to engage, particularly for those who may face barriers to attending in person. There is also ongoing exploration of filmed content to support on-demand access.

Understanding member experience is a central priority. While feedback is routinely gathered through event surveys, there is increasing recognition that this may not capture the views of those unable to attend. In response, work is underway to develop a more inclusive and representative approach to gathering insight, ensuring that changes are informed by real experiences rather than assumptions.

Members are encouraged to engage with EDI representatives to share experiences and help shape future priorities.



### 2026-2027 GOALS

- Expand hybrid and on-demand access to support inclusive participation
- Develop more representative and in-depth member insight on EDI
- Strengthen engagement across key themes including accessibility, neurodiversity and participation barriers



BY BEN NICHOLSON  
FINANCE DIRECTOR

## FINANCE DIRECTOR'S REPORT

**The full details of the Association's 2025 accounts are available on our website**

Membership continues to grow. In 2025, fee-paying membership increased by 3.4%, representing a 13.9% rise since 2020. As an Association, we remain committed to supporting our members through bursaries and grants, enabling participation in conferences, regional activities and research. Our grants programme remains an important way of supporting member-led innovation and knowledge sharing across the profession. In 2025, a total of £55,178.34 was invested in these activities.

Working with industry remains central to our work. LabMedUK25 saw strong engagement from delegates, exhibitors and sponsors, including Abbott funding to deliver the UNIVANTS awards. We also delivered a range of national and regional events, alongside a successful series of webinars with our strategic partner Roche.

During the year, a number of risks were reassessed and updated. This included the removal of a risk relating to Lab Tests Online running costs, following new memoranda of understanding with IBMS and RCPATH, who now provide financial contributions. The Learning Academy, originally launched with Health Education England funding, continued to expand its online offer while a sustainable model was developed to retain it as a free member benefit following the end of grant funding in March 2025.

The Finance and Risk Committee closely monitored financial performance throughout 2025. While the final accounts show a planned deficit, the position improved compared with earlier forecasts. Some income streams, including membership and corporate membership, were lower than

budgeted, and the rescheduling of a training course reduced workshop income. These were partially offset by stronger performance in national conferences (Patient-Centric Sampling and Audit Day) and contributions supporting Lab Tests Online. Careful cost management also resulted in savings across areas such as staffing and office expenditure.

The planned deficit reflects both lower-than-expected income and a number of one-off cost pressures. These included the first full year of maintaining key member services following the end of external grant funding, unplanned property and maintenance costs, and increases in contracted and operational expenditure. This context has informed more robust financial planning and future budget assumptions, ensuring continued resilience while maintaining investment in member value.

As part of normal financial management, a proportion of reserves and investments was used to support short-term cash flow in a controlled and planned way. This ensured continuity of services and strategic activity while maintaining overall financial stability.

Council approved a 2026 budget based on prudent income assumptions, with a focus on reducing the deficit over the medium term while sustaining investment in priority areas. Looking ahead, hosting EuroMedLab27 in London is expected to make a significant positive contribution to the financial outlook for 2027.

Investment arrangements were also reviewed, with funds consolidated with Tribe Impact Capital following the transfer from HSBC and the planned liquidation of the Canada Life bond. This simplifies the structure, reduces fees and aligns investments more closely with our values, while ensuring funds remain accessible.

The Association continues to maintain a strong financial position, with reserves and investments providing stability and flexibility as we support the profession and our members in the years ahead.



## STAKEHOLDERS AND PARTNERS

### STRATEGIC INDUSTRY PARTNER

Roche Diagnostics Ltd

### CORPORATE MEMBERS

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### EXTERNAL MEMBERSHIPS AND PARTNERSHIPS

Academy for Healthcare Science  
Association for Diagnostics &  
Laboratory Medicine  
Association of Clinical Scientists  
European Federation of Clinical  
Chemistry and Laboratory  
Medicine  
International Federation of  
Clinical Chemistry and  
Laboratory Medicine  
Federation of Infection Societies  
Institute of Biomedical Science  
Microbiology Society  
National School of Healthcare  
Science  
NHS Staff Council and Social  
Partnership Forum  
Royal College of Pathologists  
Science Council





## ASSOCIATION FOR LABORATORY MEDICINE

### EXECUTIVE MEMBERS

President: (from 12 June 2025) **Ian Godber**  
 Past President: (from 12 June 2025) **Kath Hayden**  
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**Sarah Robinson**  
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**Kamiljit Chatha / Ravinder Sodi**  
 Director of Education, Training and Workforce:  
**Katie Hadfield**  
 Director of Scientific Affairs:  
**Alexandra Yates / David Gaze**  
 Director of Clinical Practice: **Mayur Patel**  
 Director of Regulatory Affairs / Trade Union chair:  
**Michael Cornes**  
 Chair Microbiology Professional Committee:  
**Rob Shorten**  
 Chair Immunology Professional Committee:  
**Alison Whitelegg**  
 Non-Executive Director: **Fen Sung**

### NATIONAL MEMBERS

National member: **Helen Duce**  
 National member: **Alison Jones**  
 National member: **Inesa Iefimova**

### REGIONAL MEMBERS

North West: **Carrie Chadwick**  
 Northern Ireland: **Kathryn Ryan**  
 Republic of Ireland: **Alison Bransfield**  
 Scotland: **Karen Smith (Seshadri Vasan)**  
 South West & Wessex: **Anna Barton**  
 Southern: **Wendy Armstrong**  
 Trent, Northern & Yorkshire: **Stephen Gibbons**  
**(David Kennedy)**  
 Wales: **Susan Prosser**

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