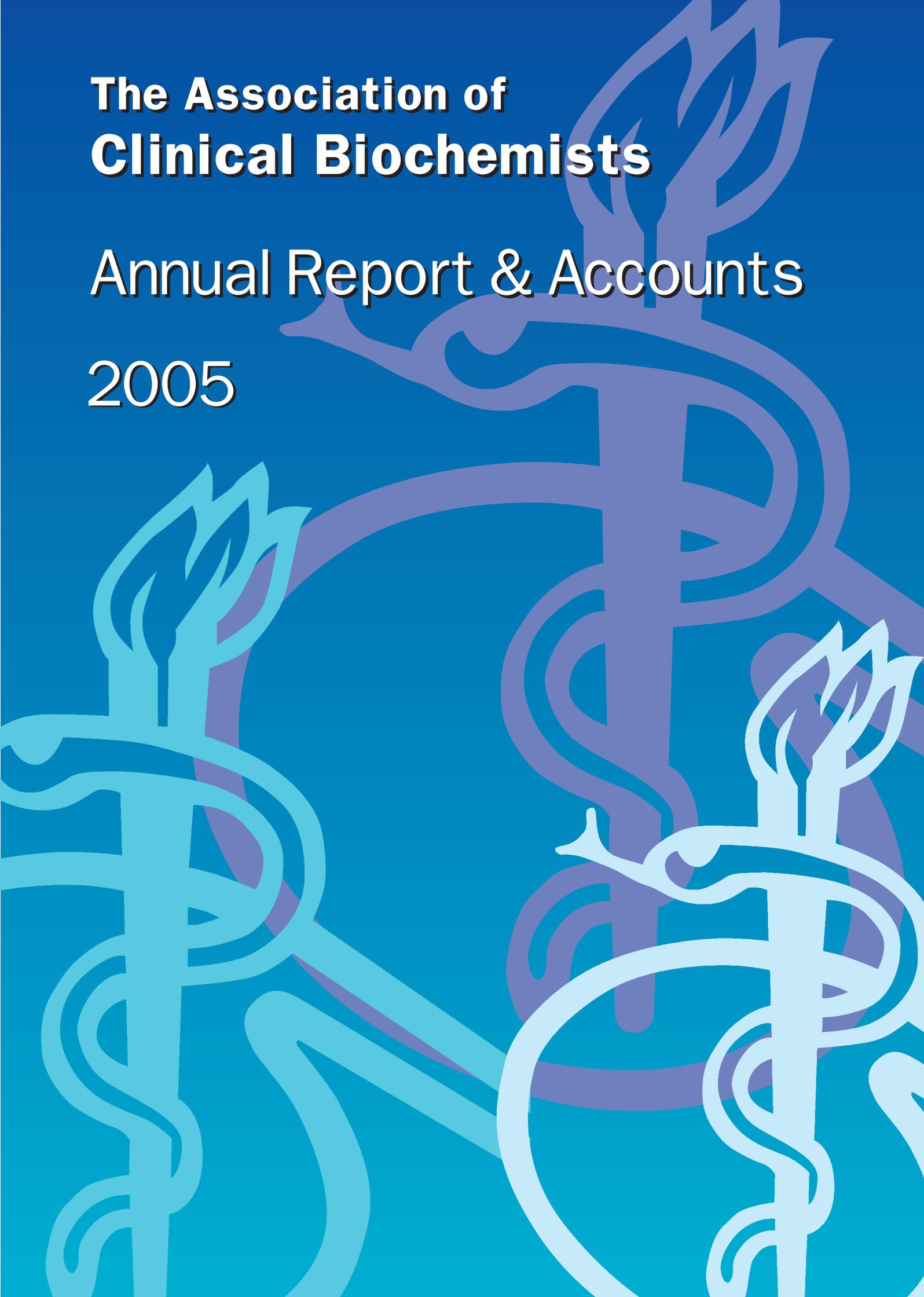


**The Association of  
Clinical Biochemists**

**Annual Report & Accounts**

**2005**



# Contents

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# Introduction

The year started with a superb Focus meeting in Birmingham. An excellent scientific programme and social programme to match, coupled with warm sunny weather made for a memorable week and the Association is indebted to Jonathan Berg and his team for organising the conference, and Andrew Day in particular for leading on the scientific programme. Focus was closely followed by the successful launch of Labtests Online (UK), one of the major achievements for members of the Association in 2004. The efforts of Mike Hallworth and all his team in its growing success should be widely recognised and they all deserve warm congratulations.

Focus 2004 marked the end of a seven-year term of office as National Meetings Secretary for Jeff Seneviratne. His commitment and drive in this role has ensured the continuing success of our annual meetings, as well as introducing new venues and different meeting formats and we thank him for his hard work. Gilbert Wieringa, fired with enthusiasm by his experience as Chairman of the Focus 2003 Organising Committee, has demitted his role as a National Member of Council and taken over from Jeff. He has already established the organisation team for Focus 2006, when we return to Brighton, after a break of more than a decade. Peter Wood is chairing the Organising Committee and Gordon Ferns and Stephen Halloran are the organisers of the scientific programme.

For the Focus 2006 organisation, the Association will work with Meeting Makers, the company with which a sound partnership has been established during the awesome task of organising EuroMedLab 2005. We anticipate a huge success for this European meeting. All available exhibition space has been sold and well over 1,000 poster abstracts have been received. Graham Beastall, Alan Shenkin and their teams have done a superb job in making this major congress attractive to both individual delegates and the diagnostics industry.

A new National Meetings Secretary is not the only change to the officers of the Association. Sandra Rainbow completed seven years as Assistant Secretary, then Secretary, and has been succeeded by Gwyn McCreanor. Sandra has made a significant contribution to the Association during her term of office and I appreciate her support to me during my first year as Chair. Gwyn, as immediate-past Assistant Secretary was brave enough to take over the role of Secretary after only a year of Executive experience, but is doing a splendid job, with some difficult tasks, including leading on the National Occupational Standards for Healthcare Science project and negotiating with the Association solicitors on two important issues, of which more later. Executive has welcomed Steve Goodall, who has joined us as Assistant Secretary and has quickly mastered the difficult and often frustrating task of distilling the deliberations of Council and its Executive into concise and accurate minutes.

Our standing committees continue to thrive and conduct the specialist activities of the Association with skill and dedication. We have two new Chairs, Sue Martin as Chair of the Publications Committee and John Kane as Chairman of the Workforce

Advisory Committee, taking over from two members who have given so much to Association activities over many years. Stephen Halloran not only chaired the Publications Committee to great effect, but for over 20 years was Editor-in-Chief of the Annals of Clinical Biochemistry. During this period the standing and scope of our journal increased considerably, with links to both the Netherlands and Japanese Societies and his major contribution was recognised by our President, by the award of the 2004 President's Shield. Our new editor, Julian Barth, has already made his mark, most notably in establishing a link with the British Society of Immunology, which will broaden our subject matter.

Howard Worth, the previous Chairman of the Workforce Advisory Committee, has worked for the Association in many guises, but his contribution in the area of workforce planning, including that with outside agencies, stands out. Now in retirement, he has taken on a role with the Workforce Review Team, which is addressing the issue of healthcare scientist recruitment and retention, where his experience and integrity will be invaluable in promoting the importance of the role of clinical scientists in the provision of scientific services in healthcare.

The new Education Committee Secretary is Jean Wardell. She has succeeded Paul Newland, who completed an extended term of office, during which he was of tremendous support to both the current Chairman, David Cassidy and me, as David's predecessor.

Our National Members of Council are traditionally the 'wise men' (or women!) in Council discussions and Danielle Freedman, whose term of office was completed in 2004, admirably fulfilled such a role. Our new National Members, Mike Toop and Brian Senior are welcome contributors to Council.



*Janet Smith, seen here with Mike Hallworth, also found time to co-author Diabetes and Laboratory Medicine with Dr Malcolm Natrass*

One of the objectives of Executive has been to address the under-representation of medically qualified members in Association business. Mike Toop, as a National Member of Council, was co-opted onto Executive to lead in resolving this issue. With the collaboration of others, of whom the contribution of Pooler Archbold must be mentioned, a Clinical Practice Section, has been established and will develop over the coming year. Specifically, a programme of sessions, viewed to be of interest primarily to our medical members, but certainly not restricted to them, will run through Focus 2006.

In the wider health arena, we are in times of change, changes which are and will continue to be, felt down to Trust level over the coming months. Agenda for Change is in the process of implementation, although the full impact on clinical scientists remains unclear at the present time. Many of the initiatives I mentioned in my report last year as being close to completion, such as the National Occupational Standards project and the launch of the Healthcare Science Pathway, remain unfinished, although we are assured that they will soon be complete and implemented. Despite the launch of the Pathology Modernisation guidance in the Spring of 2004, the Strategic Framework for its implementation is currently at the second draft stage. This has perhaps made us complacent as to its ultimate impact but we should recognise that implementation is inevitable and, done at Strategic Health Authority level, with the involvement of professionals, should lead to a fit-for-purpose clinical laboratory service in the future. However, the impact of the policy of plurality in the provision of pathology services in the future is impossible to predict and requires clarification.

The ACB Office continues to flourish as a service to members, officers, and committees of the Association. It is hard to see how we ever managed without the hard work of Graham Groom and his team! Caroline Eldridge and Nick Hallworth continue to work tirelessly to assist us all, and to address succession planning and in recognising the responsibility and importance of Graham's role, Nic Law has been appointed as Deputy Senior Administrator. We welcome Nic to the ACB and also congratulate Dragana Landup-Horgan on the birth of her second child at the turn of the year. On maternity leave at present, her contribution to the work of the office is much missed.

The Association continues to strive to establish closer links with other societies in medicine and science. Our continued close collaboration with the Royal College has reaped benefits on both sides and a second successful review and scoping meeting, this time including representatives of the Association of Clinical Pathologists, was held in November. One area of collaboration that merits special mention is in the area of workforce data collation and planning. The College has recently been successful in obtaining Department of Health funding for the necessary information technology to incorporate both clinical scientist and medically qualified pathologist data in a single database. Hopefully, this will facilitate workforce planning on robust data in future years.

We continue to support and be involved in the Federation of Healthcare Scientists, which has drawn up its constitution in the past year. However, the exact mechanism whereby this umbrella body will act as a conduit with the Department of Health and

the Chief Scientific Officer still requires some clarification. The Federation was key to promoting and facilitating many activities to raise the profile of healthcare scientists during the awareness week in the autumn. In addition, the Chief Scientific Officer's Conference, held in July 2004, was a major public relations success.

As a member of the Science Council, the Association brokered a meeting of the member societies of the Council that have fewer than the requisite numbers of members to be eligible for an automatic seat on the Science Council Board. This led to the establishment of the Science Council Small Societies Forum, which will provide an infrastructure to permit two-way communication between individual societies and the three elected representatives of the collective small societies, to the Board. The Association is also seeking to become a licensing body for the award of Chartered Scientist (CSci) registration. To be eligible for this status, the Association has to have a formal Code of Conduct. Due to the hard work of Gwyn McCreanor, and following consultation with Council members, the Association's solicitors have drawn up a code, which is scheduled to go to Council for approval in March. If such approval is obtained, the code will be presented to the Annual General Meeting in May, for formal ratification. If this is forthcoming, the path should be open for the Association to be awarded licensing body status by the Science Council.

At the suggestion of a member of the Association at the 2004 AGM ACB Council has debated and supported the move to change the name of the Association to The Association for Clinical Biochemistry. Again, exploration of the issues and guidance as to the actions needed to effect this has involved lengthy and involved dealings with the solicitors and thanks must go to Gwyn for her major efforts over this matter. It is hoped that this too will be brought to the AGM, in May 2005.

On the international scene, the Association continues its collaboration with AACC, particularly in the area of publications and involvement in each other's national meetings. Three ACB-sponsored scientific sessions at the 2004 AACC annual congress were warmly received and thanks go to all our members who participated. The Association also sponsored a symposium at the Australian Association for Clinical Biochemistry (AACB)/Asian Pacific Congress meeting in Perth in October. This was also given very positive feedback and we hope the Australian Society will sponsor a session at a Focus meeting in the near future.

The meeting in Perth provided an opportunity for officers of the ACB, the AACB and the AACC to meet and discuss areas of mutual interest and the potential for tripartite collaboration in the future.

It has not been an easy year for Council nor for Council Executive, with so much change going on in the NHS and sometimes a paucity of information coming from the Department of Health and I would like to thank members of both for their continued support and commitment.

**Miss Janet Smith**  
Chair

# Association Awards 2004



Congratulations to the following Association Award Winners . . .

◀ **ACB Foundation Award** *Dr M Wheeler*



▲ **Thermo Electron Award** *Dr P Garner*



◀ **Roche Diagnostics Award** *Professor J Squire*



▲ **President's Shield** *Mr S Halloran*

▼ **Bayer Award** *Miss L Wood*



▲ **AACC/ACB Transatlantic Lecture**

*Dr R Christenson*

▼ **Professors' Prize** *Dr E Kilpatrick*



# Education Committee

*Chairman: Dr David Cassidy Secretary: Dr Jean Wardell*

The Education Committee met three times and the Regional Tutors twice during 2004, and welcomed Dr Jean Wardell as the new Secretary. Mr John Kane representing the Workforce Advisory Committee, Dr Mick Henderson representing the MetBio Network and Mr Alex Bignell were also welcomed as new members. The main focus of discussion for both committees has been the annual aims and objectives mutually agreed with the ACB Executive at the start of the year.

The specific aims have included overseeing two national training courses held in Guildford and Birmingham organised by Mr Stephen Halloran and Mr Eddie Legg. Both courses were designed to accommodate the increasing numbers of trainees, now approaching 100, and both attracted positive feedback. Thanks to the Regional Tutors for organising these courses. Particular thanks go to Mr Eddie Legg, who stands down as Regional Tutor for the West Midlands after more than 15 years, for all his hard work including organising six national training courses. The Committee welcomes Dr David Vallance into the role.

The Education Committee organised a successful update and training day at Focus in Birmingham in May and extends sincere thanks to all session leaders. The sessions covered BNP and heart failure, hypertension, obesity and porphyrias for trainees, and screening, metabolic bone disease, research governance and multidisciplinary working as updates. Plans for the Training Day at EuroMedLab in Glasgow are well advanced with an exciting programme scheduled.

The Education Committee runs a busy and demanding rolling programme of assessing Grade A training schemes as more centres come on-line to accommodate the increasing number of trainees. Assessment and accreditation of the schemes ensures that the training offered is of an appropriate and consistent standard nationally. In addition, the Committee is becoming increasingly involved in the accreditation of ACB-recognised MSc courses in Birmingham, Guildford, London and Manchester.

The Education Committee maintains strong links with the Royal College of Pathologists, involving regular discussion on all aspects of the MRCPATH examination via Dr Trevor Gray, and issues concerning the education and training for medically qualified trainees via Dr Charles Van Heyningen (College Advisory Training Team representative).

Strategic objectives have included developing links with paediatric clinical biochemistry training, which has been achieved through Dr Mick Henderson's membership of the Committee, and links with clinical toxicology training are being established. In addition, the Regional Tutors have developed a more streamlined approach to appointing Grade A trainees for September 2005 entry. The efficacy of the new approach will be carefully assessed and reviewed. Three educational bursaries totalling £1,130 have been awarded during 2004.

Planning for the national training courses for 2005 and 2006 continues a pace and we look forward to planning the Focus training day and update sessions for 2006. Thank you to the membership of both committees for their very hard work.



*At the Guildford training course, Deon Grant won the prize for best poster, presented by Stephen Halloran*

# Publications Committee

*Chairman: Mrs Sue Martin Secretary: Dr Anne Pollock*

This has been another busy and successful year for the Publications Committee. We were very sorry to say goodbye to Stephen Halloran who finally left the Publications Committee in May after 4 years as Chairman, having handed on the Annals of Clinical Biochemistry to the new Editor-in-Chief in January after 15 years. Stephen's major contribution to the field of ACB publications was recognised at Focus 2004 by the President in the award of the President's Shield.

The full Publications Committee meets only once annually, but each sub-section has a full and varied programme of activities resulting in the many significant achievements highlighted below. The major subsections of the Committee are now supported by a strong marketing team developed under the leadership of Pandina Kwong. An important link has been established with Asian Pacific Federation of Clinical Biochemistry and there was an opportunity for a major publicity drive during their annual congress in Perth in September 2004.

The **Labtests Online** project ([www.labtestsonline.org.uk](http://www.labtestsonline.org.uk)) (Chairman: Mr Mike Hallworth) was brought to completion and was launched by Rosie Winterton MP Minister for State, and Lynn Faulds Wood, health campaigner, at Richmond House in June 2004. The site, which provides information on laboratory tests to the general public, was adapted by the ACB team from an original site developed by AACC, supported by a generous grant from the Health Foundation. The site was described as 'a fantastic means of communicating with people and will play an important role in health service modernisation leading to a patient experience as it should be in the 21st century' (Rosie Winterton) and 'a tremendous resource for patients and healthcare professionals alike and will help lower the barriers between the patient and the professional' (Professor Sue Hill, Chief Scientific Officer). The site is currently receiving up to 1000 visits per day. Further discussions are taking place with the Department of Health about continued funding.

2004 was a year of good science in the **Annals of Clinical Biochemistry** (Editor-in-Chief: Dr Julian Barth) but there was also considerable change. We began the new year with a new editor-in-chief and a change in the processing of manuscripts through the ACB Office in Tooley Street. This has been a very smooth transition aided by the use of email to contact editors, authors and reviewers. We have also had a change of editors; Penny Clark and Peter Gosling have left the team and we are extremely grateful for their many years of dedicated service. They have been replaced by John Land, Tony Fryer and Deepak Bhatnagar.

**ACB News** (Editor: Dr Jonathan Berg) celebrated 500 issues in December. The magazine has kept readers informed on a wide range of issues and is avidly read each month by both ACB members and also many others around the world who download it from the ACB website. Jonathan Berg has now produced over 200 consecutive issues and his current team includes Louise Tilbrook and Ian Hanning with Sophie Barnes offering support for the monthly Deacon's Challenge column. ACB News is a success due to a continued emphasis on participation of ACB Members in the editorial content and contributions are warmly welcomed by the editorial team.

Following the successful introduction of secure on-line ordering of publications via the **ACB website** (Webmaster: Dr Ian Godber) in the second quarter of 2004 we built on this technology to allow a major upgrade of the ACB Members Area to take place in the autumn. After entering their individual username and password into the site, members can now search an on-line version of the Members' Handbook, which is updated on a daily basis. They can also update their own details on the site, and thus keep the membership database up-to-date, as well as access secure documents and link to the full text on-line version of the Annals of Clinical Biochemistry.

**Venture Publications** (Chairman: Mr Mike Hallworth) launched the latest book in the Laboratory Medicine series, *Diabetes & Laboratory Medicine* by Janet Smith and Malcolm Natrass, at Focus 2004. The previously published *Neonatology and Laboratory Medicine* (2003) won Highly Commended in BMA Book Awards. The third CD ROM in the revised series of interactive computer learning has been completed and is ready for a spring launch. This describes 15 cases in the field of calcium metabolism and will add to the topics already covered by the CD ROM series.



*Labtests Online was launched with the help of Rosie Winterton and Lynn Faulds Woods*

# Scientific Committee

*Chairman: Professor Ian Young Secretary: Dr Robert Hill*

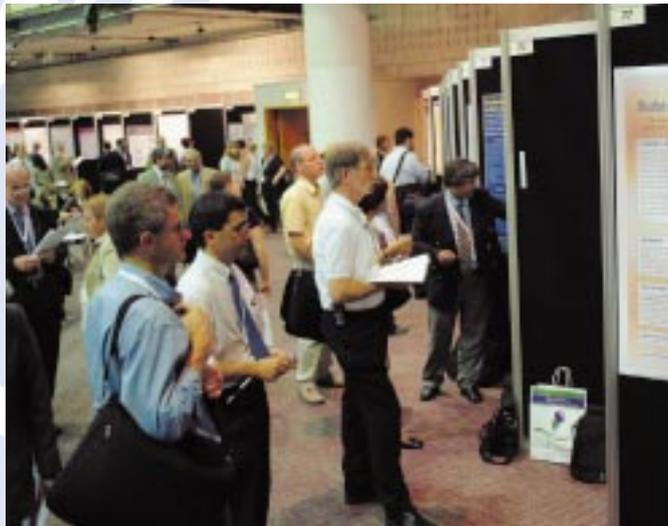
This has been a busy year for the Scientific Committee. The Committee has a number of ongoing projects and responsibilities, but in addition responds on behalf of the ACB to important scientific and legislative developments which impact on clinical biochemistry. In the last year, the MHRA have issued revised guidance on the interpretation of the In Vitro Diagnostics Directive following feedback from the Association and other interested parties, and this represents a good example of how the Committee can, through constructive dialogue, help to mould legislation impacting on clinical biochemistry in a positive way. Other issues in which the Committee has been involved on behalf of the Association in the last year include the application of quality assurance to point-of-care testing in pharmacies, the proposed National Service Framework for Renal Services and the sample handling protocols for the UK Biobank project.

In addition to the above activities, the Committee has been active in contributing to the development of a variety of NICE guidelines on behalf of the ACB. This activity is co-ordinated by Dr Robert Hill, and we would like to thank all of those members of the Association who have agreed to help with this endeavour. Most recently we have registered to contribute to guideline development in relation to diabetes in pregnancy, familial hypercholesterolaemia, hyperlipidaemia and cardiovascular risk, and prostate cancer. This is an important ongoing task, which will help to ensure that a clinical biochemistry viewpoint is taken into account in any new NICE guidelines.

Each year the ACB awards a number of scientific scholarships. Open to all members, these are particularly designed to support new members in the profession seeking to establish their careers. Applications are reviewed by Scientific Committee members with the help of external reviewers. This year four awards were made:

1. Ian Hargreaves (£3130): Comparison of the effects of coenzyme Q10 and idebenone on mitochondrial energy metabolism in astrocytes and neurones.
2. Ian McFarlane (£3300): Development and validation of an immuno-mass spectrometric assay for ACTH and its precursors.
3. Elizabeth Davidson (£1800): Development of an LC-MS/MS assay to measure fatty acid CoA ligase 4 activity, an enzyme implicated in X-linked mental retardation.
4. Timothy Hutchin (£1500): Establishment of DNA methods to diagnose citrin deficiency with application to the investigation of childhood liver disease.

The Clinical Sciences Reviews Committee (CSRC), which is chaired by Dr Allan Deacon, reports to the Scientific Committee. CSRC commissions scientific reviews and personal opinion pieces in relevant areas where there have been recent scientific or clinical developments which impact on clinical biochemistry. These are mainly published in the *Annals of Clinical Biochemistry*. A large number of review articles are in preparation at any one time, but CSRC is always open to suggestions as to important topics or possible review authors.



*Poster sessions at Focus continue to be a good opportunity for ACB members to present the high quality science in which they are involved*

# Trainees Committee

*Chair: Miss Sophie Barnes Secretary: Miss Rachel Edwards*

The Trainees Committee met twice in 2004, in Guildford in April and in Birmingham in September. There have been a number of changes to the Committee over the last year. Rachel Edwards has replaced Steven McCann after his 3-year tenure as secretary, Tim Lang is now the Workforce Advisory Group representative and Vian Amber represents the RCPATH Committee of Trainees. Catherine Davies is now representing Grade B scientists at the Federation of Clinical Scientists with Kelly Parham representing Grade A. There have also been changes to many of the local representatives in the last 12 months. Thank you to all outgoing representatives for all their work and to the incoming representatives for their enthusiasm.

The Trainees Committee organises evenings for training course attendees to hear topical issues discussed by senior members of the profession. In Guildford, Dr David Cassidy, Chairman of the Education and Regional Tutors Committees spoke about training issues and a very lively discussion followed on the desired format of training courses. Mike Hallworth also discussed EC4 and the European Registration of Clinical Scientists. In Birmingham, Dr Trevor Gray, Chairman of the RCPATH Examination Board in Clinical Biochemistry gave an update on the new practical exam and answered questions about the future of college examinations. Dr Mick Henderson, National Lead Trainer for MetBioNet, and Dr Anne Green, Lead Scientist, spoke on exciting new developments in the national initiative for paediatric biochemistry training and the role of the Metabolic Biochemistry Network. In this area Rachel Edwards carried out an audit to assess national paediatric training; the results were presented as a poster at Focus 2004.

During the year, a web-based trainees discussion list has been established to add to the communication links between trainees and their representatives.

The Chairman and Secretary were invited to attend meetings at the Royal College on 'Examining the Examination' to provide the trainees' views on the current examination, and potential changes.

With representatives on other committees including ACB Council, Regional Tutors, Education Committee, Workforce Advisory Committee, RCPATH Trainees Advisory committee and Federation of Clinical Scientists, the Trainees Committee has made contributions to many decisions over the year and has been able to raise many issues of importance to trainees.



*Trainees Committee, Guildford 2004*

# Workforce Advisory Committee

*Chairman: Mr John Kane Secretary: Ms Pauline Ridgwell*

This year has seen some changes in the Workforce Advisory Committee (WAC). John Kane took over from Howard Worth as Chairman of the Committee in May 2004 and Pauline Ridgwell from Peter Astley as Secretary in November.

Examination of data from the ACB database showed that in December 2004 there were 806 clinical scientists in clinical biochemistry employed in NHS grades in the United Kingdom. There is a bimodal age distribution with peaks between 52-60 years (295 persons) and 24-32 years (142 persons) with a minimum between 35 and 40 years (51 persons). The lower age maximum indicates the effect of the introduction of the Grade A training programme, while the minima reflect the previous loss of Grade B posts. The higher age maximum is an indicator of the number of clinical scientists that will need to be replaced over the next ten years as they approach retirement. In the past, succession planning has been absent and these data indicate the magnitude of the problem that we are tackling at present.

The WAC carries out a yearly review of ACB membership to assess retirements and trainee numbers. The ACB database is interrogated to assess the number of retirements. The number of Grade A trainees entering the profession each year is calculated from data obtained by WAC committee members. Analysis of this year's data shows that the number of Grade A training posts continues to improve. However 2003 was the first intake where the number of trainee recruitments met the succession planning target. This however assumes a zero percentage attrition rate, which is currently about 10% (better than most healthcare professions). The figures for 2004 are also encouraging, but there is an enormous backlog to make up. Even if the target was achievable in terms of numbers of trainee posts available, there are other problems to be addressed, namely:

- The present base training centres are virtually saturated. More departments are being encouraged to act as base training centres, but the number that have the resources to do so is limited.
- The number of specialist centres that can offer training in paediatric clinical biochemistry is limited. The formation of the paediatric network should help in overcoming this problem.
- There is an insufficient number of Higher Specialist Training posts at Grade B to meet the needs of the current number of Grade A trainees when they reach that stage. This means that many trainees take on substantive Grade B posts in which their training needs have to be carefully assessed. A robust mechanism for the assessment of these trainees is lacking in some regions. This problem is being addressed by WAC at present. In particular, a regional list of Grade B biochemists currently preparing for Part 1 MRC Path has been prepared. This list is being created as it is these people who require support/advice/assessment and, for workforce planning purposes, it is these who will be able to take on higher Grade B/Grade C posts in the future. When collected, the data will be used to update the ACB database and will form a basis for the implementation of the Grade B toolkit agreed by Council last year.

The Workforce Review Team (WRT) has set up teams to review all 40 healthcare scientist professions and report to the Workforce Numbers Advisory Board (WNAB). John Kane attended a meeting with the WRT together with representatives from the IBMS and the paediatric network. WNAB, in an encouraging report, recommended that there should be increased resources for training in almost all healthcare science groups for the foreseeable future. At the same time, they recommended that a strong message be sent to Strategic Health Authorities, Care Group Workforce Teams and other stakeholders about the crucial contribution healthcare scientists make to service delivery. WNAB was concerned about the lack of information currently available about the healthcare scientist workforce. Therefore, it has recommended that the National Workforce Information and Planning Programme (NWIPP) be commissioned to research alternatives for obtaining improved data. The ACB however, was commended on the quality of its database. Further reviews will take place in 2005 in which a more co-ordinated response may be required. A joint approach for clinical scientists has been proposed by the Royal College of Pathologists. John Kane has attended one meeting at the college to discuss how this joint approach to workforce data gathering could be progressed.



*Over 100 trainees met with the Heads of Academic Departments for a social evening at Focus 2004*

# Federation of Clinical Scientists

*Chairman: Mr Alan Penny Secretary: Mr Geoff Lester*

For a further year officers and representatives of the Federation of Clinical Scientists (FCS) have been heavily involved in Agenda for Change (AFC). The National Committee and the Executive each met three times. We replaced our annual autumn training meeting in Manchester with AFC workshops in Tooley Street for regional representatives and at Focus for local Trust representatives. In addition officers have toured the regions holding local briefings and workshops.

We have seen just a few retirements from the Committee over the past year. Kirsty Kilpatrick demitted office as Grade B Trainees Representative while Catherine Davies moved up from Grade A to Grade B Trainees Representative. Helen Smith also retired from the Executive after many years of valuable contribution. We have continued to benefit from the vast experience and contributions from our two co-opted, retired members Brian Smith and Stan Evans and we were able to draw on the experiences of our three co-opted members who were leads in the AFC Early Implementer (EI) sites: Emma Lewis of Aintree, Tim Saben of Guy's and Martin Lee of Sunderland (Northern Representative). They kept us supplied with up to the minute reports on the progress with AFC when no official reports were coming out of the EI sites.

We breathed a sigh of relief when AFC was finally signed off in November 2004. As a new pay system to cover all employment groups in the NHS (except medical and executive) it was bound to have many areas of compromise. Indeed, probably every single group had reservations and concerns about some part or other. We believe there are real benefits and opportunities for clinical scientists despite some areas of concern. It is a new game with new rules that we must all learn to play to maximise benefits and recognition:

- Gone are the triplets in Grade B.
- Most will have an extended incremental scale.
- Band 9 (introduced into AFC mostly due to the persistence of FCS and ACB officers) opens up a salary scale beyond C+5\*.
- National enhancements for on-call commitment.
- Defined hours of work and overtime rates for scientists in band 7.
- A clear agreed process for continuing development - the Knowledge and Skills Framework (KSF).
- Inclusion in a pay review body at last, to reduce further slippage compared with medical staff.



*Alan Penny (centre), Chairman of FCS, enjoys the discussion at a Focus 2004 workshop*

The second major issue affecting all NHS staff that has come to public consultation in the past year is proposed remodelling of the NHS Pensions Scheme. Details of the proposals have been published on the FCS web and in ACB News. The formal consultation period was between January and April 2005. Did you respond? The outcome of consultation and the final proposals are not known at time of writing but may be out by May.

The new scheme is very different from the one drawn up in 1948 for a very different population of staff now working in the NHS. There is greatly enhanced flexibility but not all changes are beneficial to us. However, in responding, members should have considered the whole package and not just the tabloid headlines.

We continue to work in an effective partnership with the ACB Council Executive on many issues including KSF, career development, evaluation of trainee posts, Pathology Modernisation and defining roles, as well as pension review. We thank them for their support. It is only through operating as an effective organisation in all the forums available to the ACB that we will be able to continue to protect the interests of clinical science.

We would again like to thank the staff of the ACB Office for their efficient and professional help in facilitating our meetings and establishing communications networks for us.

# National Meetings Committee

*Chairman: Mr Gilbert Wieringa Secretary: Dr Katherine Brownbill*

A fitting finale to Jeff Seneviratne's tenure as National Meetings Secretary was a highly successful Focus meeting in Birmingham in May. Thanks to Dr Jonathan Berg's chairmanship and with support from an excellent team, Focus 2004 achieved amongst the highest attendances from our membership and the diagnostics industry. The science was excellent and attracted the interest of local media in the form of radio interviews on topics such as the impending obesity crisis. The meeting was also a fitting tribute to the Cambridge Consortium team that included Mike Cartwright, Nikki Beeson and Karin Sherwood who have provided us with unstinting support in a variety of guises over many years. 2004 was their last year of co-ordinating Focus, although I am delighted to report they continue to support us with printing and design.

A joint meeting with our American (AACC) and Dutch (NVKC) counterparts on automation was held in Amsterdam in March 2004. This was a hugely enjoyable and stimulating meeting attracting over 250 delegates from 20 countries. Topics included workflow analysis, patient identification and specimen tracking, the role of ICT, and application of automation in DNA analysis. Perhaps the most exciting aspect was the opportunity for delegates to compare notes and learn from each other on how clinical chemistry is delivered in different countries. Planning for the next year's meeting began almost immediately.

Mike Hallworth and his team are to be congratulated for organising the Frontiers in Laboratory Medicine meeting (FiLM) in Manchester in February. This was the second in the series and encouraged delegates, speakers and the diagnostics industry from both sides of the Atlantic to exchange their knowledge on topics such as benchmarking, Six sigma and lean techniques, activity based costing, improving clinical outcomes, and adding value through laboratory medicine.

On a personnel change to the National Meetings Committee, Jeff Seneviratne retired after 7 years highly successful stewardship seeing the Focus meetings emerge more confident than ever after some challenging times. Steve Goodall stepped down as Secretary, promptly to step up to become the Association's Assistant Secretary. Steve's contribution is valued wherever he goes. Into his shoes stepped Kath Brownbill who has already made her mark in planning for future Focus and FiLM meetings.



*Focus 2004 was very well attended*

# Corporate Members Group

*Chairman: Mr Mervyn Nicholas*

There has been only one change in the Corporate Members Executive Group during 2004. Owing to work pressures Euan MacDonald of IL had to resign from the Committee and his role as National Meetings Representative. I would like to thank Euan for his valuable contribution over many years on the Committee. A volunteer replacement was eagerly accepted in the shape of Andrew Whiles, also of IL who will take over from Euan as National Meetings Representative with Carla Deakin.

The current committee is as follows:

Mervyn Nicholas	<i>Chairman</i>	Trinity Biotech
Andrew Greaves	<i>Secretary</i>	Oxford Immunotec
Andrew Whiles	<i>National Meetings</i>	IL
Carla Deakin	<i>National Meetings</i>	Abbott
Andy Bufton	<i>Publications</i>	Abbott
Judi Burdett	<i>Scientific Committee</i>	Microgenics
Phil Wood	<i>Government Liaison</i>	IL
Judi Jackson	<i>Past Chair</i>	DPC

It is nearly two years since I took over as Chairman of the Corporate Members Group and with just one year to go you wonder where the other two years went. Certainly we have seen yet another successful Focus meeting in Birmingham driven by the undying and enthusiastic Chairman of the Organising Committee, Jonathan Berg, and his team. Later this year we see EuroMedLab 2005, which we already know is going to be a huge success, and for which thanks must go to yet another enthusiastic Chairman, Graham Beastall. I sit on this committee myself and have been witness to his drive and dedication.

The PaLM initiative started at the 2003 Focus meeting to promote the awareness of laboratory medicine continues to gain momentum through the work of the committee under the guidance of the Chairman, Chris Price.

2004 saw many changes to the NHS structure, apart from yet another change of Minister, the emergence of the financial muscle of the primary care trusts and the continued development of point-of-care testing. However some of the fundamental benefits of the use of new diagnostic tests continue to be overlooked, or only taken up sporadically, and then only after a strong business case has been made. With the work of BIVDA and the PaLM committee hopefully 2005 will see more acceptance in the NHS/Government hierarchy of the benefit of diagnostics.

The ACB and their corporate members continue to work well together through close liaison via the Corporate Members Group and as members of a variety of ACB committees, where our attendance is enjoyed and input valued.

The Committee are always looking for feedback from our corporate members or the ACB itself on ideas as to how we can better serve the profession as a whole, and move forward together to achieve our clearly different but complementary goals in the ever changing environment of the NHS.

This Committee will continue to work with the ACB in general and more specifically the committees on which we serve to further enhance the already strong relationship we enjoy.

If any corporate member companies have any views about the activities and direction of the Committee we would like to hear from you.



*The Exhibition at Focus continues to provide a useful forum for discussion between laboratory professionals and the diagnostics industry*

# ACB Regions Report

A primary focus of the **Republic of Ireland Region** ([www.acbroi.org.uk](http://www.acbroi.org.uk)) throughout 2004 has been to encourage and facilitate trainees in their preparation for MRCPATH examinations. To this end, the Region facilitated attendance at the joint Irish Endocrine Society/British Thyroid Association Thyroid Update meeting held in Dublin in the spring, where both UK and international experts spoke on diverse topics including thyroid cancer, sub-clinical thyroid disease, thyroid eye disease, and pregnancy and the thyroid. Our first winter scientific meeting, aimed specifically at trainees, proved enormously successful with all grades. A large attendance was recorded at sessions on service planning and clinical pharmacology. The Committee met four times in the year, and following the AGM, Dr Vivion Crowley provided an excellent update on our current understanding of the genetics of obesity and type 2 diabetes. The ACBI conference took place in Cork this year with a very successful scientific programme over 2 days.

Throughout the year, Region members, in conjunction with ACBI and the IMPACT trade union have been involved in ongoing discussions with the Department of Health and Children and related bodies, in respect of training, staffing and state registration.

Last year also saw the inauguration of the regional web-site, which has proved very popular with members, and we hope to develop it further in the coming months.

This year has seen a further expansion of the **Trent, Northern and Yorkshire Region** ([www.acbty.org.uk](http://www.acbty.org.uk)) following the latest Department of Health boundary changes. Hospitals now range from Cumbria across into Northumberland and down the east side of England to Kettering, the most southerly hospital. This is a huge geographical area and getting to meetings can be a problem but we try to vary the location to minimise travelling time.

There have been 3 very successful scientific meetings held this year. The meeting in July marked the retirement of Howard Worth, and the meeting in November included presentations from 7 trainees for the Geoffrey Walker Award. Rafaq Azad from Bradford Royal Infirmary won the award for his presentation 'Oral fluid analysis for drugs of abuse using tandem mass spectrometry'.

This year 12 new Grade A trainees were appointed across the Region, more than have ever started in one year. We wish them all a fruitful career in clinical biochemistry.

A newsletter was circulated to regional members in January. It launched the Region's website. Thanks to John Monaghan from Derby for all his hard work in getting the site up and running. It is hoped that in the future the website will be a major means of communication within our Region.

It has been another successful year for the **North West Region** ([www.acbnw.org.uk](http://www.acbnw.org.uk)) with a series of four scientific meetings. The first was the annual Ian Ward members' papers meeting in January, which hosted a record number of 14 papers of very

high quality. At the AGM in March, Emma Lewis, the FCS local representative at University Hospital Aintree, gave an excellent account of progress to date as an early implementer site for Agenda for Change. This was followed by some lively discussion.

In July our summer meeting was on the subject of screening with some first class speakers from within and outwith the Region. The autumn meeting celebrated the work of three of the Region's prominent members on their retirement from the profession, Laurence Robinson, Christine Squire and Mike Addison; and included an entertaining synopsis of their work in the field of immunoassay.

Dr Ian Laing has had a productive year as the newly appointed Audit Lead for the North West Region, organising two meetings for audit leads from each Trust in the Region. Presentations were made on the outcome of audits conducted around the North West and proposals for new regional audits are in hand.

It is again pleasing to report that six Grade A trainee biochemists commenced their appointments in September. The Region also has a total of 6 HST posts. Lesley Tetlow, Regional Tutor, has successfully secured GenCAG funding for a second paediatric HST post in the North West.

Finally, thanks to the outgoing members of the Committee, Terry Dyer as Secretary/Treasurer and Cath Collingwood as Meetings Secretary, for their dedication and hard work.

In the **Northern Ireland Region** ([www.acbni.org.uk](http://www.acbni.org.uk)) the year began with our joint annual scientific meeting with the ACBI, which attracted some eighty delegates to hear presentations from local and visiting speakers on a wide range of topics. We next entertained Geoff Lester who, with impeccable timing, gave us the benefit of his knowledge and advice on Agenda for Change at a very well attended lunch time meeting just as the



*Susan Knox receives the John King Award from Mike Wallace*

first stirrings of activity could be detected in some of our Trust hospitals. We thank him for taking the time to come. In the autumn we held an evening scientific meeting with an interesting perspective on estimated GFR from a local clinical nephrologist, Dr Damian Fogerty, and presentations from Dr Jennifer Cundick, trainee clinical scientist and Dr Kathryn Ryan, specialist registrar on their individual areas of research. Finally, we expect our regional webmaster Margaret McDonnell to launch our ACB(NI) website as I write.

The **Scottish Region's** ([www.acbscot.org.uk](http://www.acbscot.org.uk)) first meeting of the year was the AGM held at the beautiful Loch Lomond Shores in Balloch. The John King Award was presented to Miss Susan Knox for her paper entitled 'DNA polymorphisms in the TSMT gene'. At the AGM Peter Ashby (Regional Tutor) and Heather Stevenson (Honorary Treasurer) demitted office and were replaced by Mike Wallace and Frank Finlay respectively. The accompanying scientific meeting consisted of a session on genotypes and phenotypes, plus an interesting series of presentations on diverse topics such as fluid analyses, manganese, vitamin K, and beta-2 microglobulin.

Our summer meeting was a series of members' papers, with those papers presented by trainees being judged for the next John King Award. The autumn meeting included sessions on laboratory management, and tandem mass spectrometry.

The Scottish Region continues to have a very active audit group, chaired by Anne Pollock, and our scientific meetings always have at least one paper either from this group or commissioned by it. This group has started to produce guidelines based on some of these audits, and this work will allow members to close the loop with regard to a number of topics. The Region has always been active in training, and is currently preparing to host the National Training Course in Glasgow in April 2006.

Overall this has been a busy and successful year for the Scottish Region of the ACB. Thanks are due to the committee members for all their hard work, in particular Dr. Peter Rae, our secretary.

There have been further changes in the composition of the **Southern Region** ([www.acbsouth.org.uk](http://www.acbsouth.org.uk)) Committee during the year, including Vanessa Thurlow taking on the role of secretary and Dr Bernie Rocks acting as workforce advisor for the southern half of the region. We continue to have difficulty filling the role of meetings secretary and are very grateful to Laila Tibi for continuing to provide support for this. Attempts to increase the inclusivity of the Committee by recruiting a medical member have so far been unsuccessful.

Four excellent scientific meetings were again held during the last year and attendance remains high, particularly for those meetings held in London. A questionnaire of members has revealed that we do seem to be offering what most members require in terms of frequency, style and content of meeting although many were prepared to donate more than is currently asked of them for attendance. Although we do have some difficulty in obtaining sufficient sponsorship to cover the full cost of holding these meetings, the Region's finances never the less remain healthy. Concerns have been expressed regarding the situation of temporarily retired, part time and job share workers who have difficulty finding the time and funding for CPD activities. Retired and temporarily retired members are no longer requested to make a donation for attending our scientific meetings and there have been discussions on extending this to other membership groups.



*Participants at the ACB South West and Wessex Region meeting*

The Committee have supported three bursaries this year, to a value of up to £500, to support attendance of members at international courses and conferences. Regional members were involved in organisation of an ACB Training Course and a further, very successful management course in Guildford; members are currently involved in planning for Focus 2006 to be held at Brighton. We continue to hear of difficulties in filling posts, and of posts that have been lost. We are monitoring the situation as best we can.

Roy Fisher, the incoming Meetings' Secretary and Treasurer of the **South West and Wessex Region** ([www.acbsww.org.uk](http://www.acbsww.org.uk)) has organised some excellent programmes for the year including meetings on thyroid testing strategies, cardiac biomarkers, and the obesity epidemic, this last programme put together by Ruth Ayling. All programmes have included high calibre speakers, been well attended, attracting delegates from outside the Region, and received very good ratings according to returns of delegate evaluation forms. Julie Wassell was awarded the Bayer Prize for her presentation on the role of faecal calprotectin in inflammatory bowel disease. A new feature accompanying meetings this year has been a poster presentation of practice within the Region on the meeting topic, organised by our Audit Lead for the South West, Roberta Goodall.

Our increasing number of trainees continue to be well served by our tireless Regional Tutors, Heather Barbour and Peter Astley who have organised six training days as well as appraising all trainees and ensuring their general well-being. In return the trainees have responded with success in examinations. Currently we have twelve grade A trainees, fifteen grade B scientists actively training for MRCPPath and five specialist registrars, one of whom, Wolf Woltersdorf has completed training and is undertaking a 6-month locum consultant post in Christchurch, New Zealand. Peter Astley, as Workforce Advisor, has also obtained funding of £2000 per annum for all trainee Grade B scientists in Gloucester, Avon and Wilts for training purposes.

As part of a conscious effort to widen representation on the Committee we have invited our discipline representatives on the Regional College Committee to attend, and co-opted a medical member. Our FCS representatives, Roberta Goodall and David Sinclair have been very active in advising local representatives, members and the Committee on AFC. There is considerable apprehension about the outcome, and while early signs are promising, we are very aware that outcomes will vary from one Trust to another.

Looking to the future, we wish to strengthen our audit activities, particularly in the South West section.

We also anticipate the help that will be provided by the newly established website in strengthening the ties between us, and enabling improved communication.

Finally we lose our Secretary, Jane Lewis after 3 years of valiant work.

The **Welsh Region** ([www.acbwales.org.uk](http://www.acbwales.org.uk)) held its usual two scientific meetings during 2004, a one-day spring meeting held at the Prince Philip Hospital, Llanelli covering aspects of cardiac pathology, and the two-day autumn meeting held at the Metropole Hotel, Llandrindod Wells, where the topics covered included screening for cancers, gastroenterology and liver disease, and diabetes in pregnancy. Both meetings were followed by meetings of the All Wales Clinical Biochemistry Audit Group, who remain very active within the principality. One of the topics audited during the year was the use of troponin assays. As a result of this an initiative was commissioned by the Audit Group and supported by Wales ACB, which involved cardiologists and the Wales Assembly Government (WAG) and has resulted in the production of a standard for biochemical markers of myocardial damage.

The Chairman has been involved in discussions with the WAG on the future role of clinical scientists. A number of ACB members have been actively involved in the discussions with the WAG on the many issues currently facing the Health Service.

There has been a small increase in the number of members registered with the Region, both in the ordinary and affiliate member classes.

Information about the activities of the Welsh Region can now be found on our website and Dr Alun Hutchings has been appointed webmaster.



*ACB Regions have offered generous support to the EuroMedLab 2005 bursary scheme*

In the last year the **West Midlands Region** ([www.acbwm.org.uk](http://www.acbwm.org.uk)) has continued to concentrate on offering high quality scientific meetings. This has been a successful approach and has seen large numbers of delegates coming from outside the Region, although on occasions our own members have been difficult to attract. High quality and relevant science is attractive, and when mixed with opportunities for networking is an ideal mix to help rekindle the strong traditional ties between laboratories in the Region that pressure of work in particular seems to have lost in recent years.

Focus 2004 was hosted by the Region with an excellent link-up with our colleagues in the Bristol area who organised the scientific programme. We look forward to welcoming the annual national meeting back to Birmingham sometime soon.

After many years as our Regional Tutor, Eddie Legg retired in the last year and David Vallance has now taken on this important role.

Overall, the interest in the activities of the Committee has increased. After two years as Chairman Dr Jonathan Berg makes way for Dr Rousseau Gama who plans to continue to promote regional activities through the foundation of strong scientific meetings.

# Treasurer's Report

*Honorary Treasurer: Dr Steve Smith*

2004 has been a busy year for the Association for matters concerning finances. In January 2004 we used the new membership database and associated software to pull the subscriptions via direct debits. There was a fairly steep learning curve but it was achieved and we have seen the benefit of this hard work when we pulled the 2005 subscriptions.

Having a good membership database is vital for a well-run organisation. The benefits of our new database were further utilised during the summer when we were able to put links in place, firstly to have a secure Members' Area, and secondly to be able to set up on-line purchasing of our books and other publications. This all requires investment and is reflected in the increased costs associated with the website. It is likely further investment will be required in 2005 as the website is further developed.

Maintenance of our major asset continues with the fitting of secondary double glazing and renovation of the window frames. Further work is planned during 2005 to the common parts including the front entrance. We have been automating more of the financial transactions and have started using HSBC net for payments and transfers. This will have the effect of ameliorating the impact of the charges HSBC have started making for their banking services.

Overall the Association finished the year with a small surplus, all of which has been allocated to the Education and Meetings funds. The Publications Fund, and the Education and Meetings Fund are there to ensure we can continue these important functions during more financially difficult times and it was clear we needed to support the Education and Meetings Fund; this will ensure we can run a successful national meeting even in a year when our income streams are poor. The Labtests Online project, which has 3 years funding from the Health Care Foundation, was a victim of its own success, which necessitated spending considerably more on printing than was envisaged. However, we were delighted that the Health Care Foundation responded positively to our request for an addition to our grant. Our year 3 grant has been increased by £10,000, which covers the printing overspend. Unfortunately this did not arrive in time to be included in the 2004 accounts. We have now started the final year of this grant and the project board is actively looking for ways to sustain funding for the future.

During the year we had one request for funding from the Benevolent Fund, which the trustees were pleased to grant. It was a substantial grant but has brought significant relief and pleasure to the member. During the year Dr Dennis Wright resigned as one of the trustees and Council has agreed an increase in the number of trustees. We will also look to be more proactive in acquiring donations to the fund.



*Steve Smith with Colin and Julie Wilde.  
Colin is a previous long-standing Treasurer of the ACB*

Yet again we have had no requests for support from the C P Stewart Fund. I really would urge members to consider carefully if they could make use of a grant from this fund as the Charity Commissioners like to see charitable funds being used. The C P Stewart fund exists to help members under the age of 35 years to visit other laboratories to learn new techniques. If any member feels that they could benefit from an award from this fund please contact me.

In 2004 the Association continued to operate within its resources thus working to our overall financial policy of meeting all expenditure from the current year's income. Our auditors continue to be satisfied the current financial viability of the Association. We cannot however, be complacent and so I will be asking the membership at the AGM to approve a further small increase in the subscription rate for 2006.

## Association Membership

The total membership at 22nd February 2005 (2004) was 2200 (2144) and included 22 (22) Honorary Members, 25 (22) Emeritus Members, 1262 (1237) Ordinary Members, 224 (245) Overseas Members, 82 (66) Affiliate Members, 9 (11) Student Members, 228 (216) Federation Members, and 23 (27) Temporarily Retired and 325 (298) Permanently Retired Members.

# Audited Accounts and Financial Statements

## Statutory report of the Council of Management for the year ending 31 December 2004

The Council of Management present their statutory report and the audited financial statements of the Association for the year ended 31 December 2004.

### Principal Activities

The principal activity of the Association is to promote the advancement of Clinical Biochemistry.

### Officers of the Association

The following were the Officers of the Association during the year ended 31 December 2004:

President	Professor C P Price				
Chair	Miss J M Smith				
Secretary	Dr S Rainbow	(to May 2004)	Secretary	Dr G McCreanor	(appointed May 2004)
Treasurer	Dr S C H Smith				
Assistant Secretary	Dr G McCreanor	(to 12 May 2004)	Assistant Secretary	Mr S Goodall	(appointed May 2004)
Meetings Secretary	Mr C J Seneviratne	(to May 2004)	Meetings Secretary	Mr G Wieringa	(appointed May 2004)
Other Officers	Dr D Freedman	(to May 2004)		Dr M Toop	(appointed May 2004)
	Dr A McDonald-Cruikshank	(to May 2004)		Dr D O'Reilly	(appointed May 2004)
	Miss O Lanigan	(to May 2004)		Miss O Maguire	(appointed May 2004)
	Dr B E Senior	(appointed May 2004)		Mrs R Lapworth	
	Dr J Wardell			Dr K D Griffiths	
	Dr J G Middle			Dr I D Watson	
	Mr P W Auld			Dr R Beetham	
	Dr G B Firth				

### Auditors

The auditors, Baker Tilly, have expressed their willingness to continue in office subject to the approval of the members in general meeting.

### Small companies' exemption

This report is prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

By order of the Council of Management  
Dr G McCreanor, Secretary  
24th March 2005

## Statement of Responsibilities of Council of Management

Company law requires the officers to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Association and of the surplus or deficit of the Association for that period. In preparing those financial statements, the officers are required to: a) select suitable accounting policies and then apply them consistently; b) make judgements and estimates that are reasonable and prudent; c) state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and d) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue in business.

The officers are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association and to enable them to ensure that the financial statements comply with the requirements of the Companies Act 1985. They are also responsible for safeguarding the assets of the Association and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Auditors' Report to the Members of the ACB

We have audited the financial statements on pages 19 to 22 which have been prepared under the accounting policies set out on pages 19 and 20.

This report is made solely to the Association's members, as a body, in accordance with section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in an auditor's report and for no other purpose. The fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

### Respective responsibilities of Council of Management and Auditors

The Council of Management's responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards are set out in the Statement of Council of Management's Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you in our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Council of Management's Report is not consistent with the financial statements, if the Association has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding Council of Management's remuneration and transactions with the Association is not disclosed.

We read other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Council of Management Report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

### Basis of opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Council of Management in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Association's circumstances, consistently applied, and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

### Opinion

In our opinion the financial statements give a true and fair view of the state of the Association's affairs at 31 December 2004 and of its surplus for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

Registered Auditor, Chartered Accountants  
Park House, Station Square  
Coventry CV1 2NS  
29th March 2005

## Statutory Income and Expenditure Account

	Notes	2004 £	2003 £
<b>Operating Income</b>		1,487,383	1,230,273
Administrative expenses		<u>(1,419,607)</u>	<u>(1,263,699)</u>
<b>Operating surplus/(deficit)</b>	1	67,776	(33,426)
Interest receivable and investment income	2	<u>9,561</u>	<u>7,646</u>
<b>Surplus/(deficit) for the year on ordinary activities before taxation</b>		77,337	(25,780)
Taxation	3	<u>(1,083)</u>	<u>(95)</u>
<b>Surplus/(deficit) for the year before allocations to funds</b>		76,254	(25,875)
Add: Net transfers to/(from) funds		<u>(76,254)</u>	<u>23,449</u>
<b>Surplus/(deficit) for year after allocations to funds</b>	9	<u>–</u>	<u>(2,426)</u>

The company has no recognised gains or losses other than the results for the year as set out above. All of the activities of the company are classed as continuing.

## Balance Sheet at 31 December 2004

	Notes	2004 £	2003 £
<b>General Funds</b>			
<b>Fixed Assets</b>			
Tangible Assets	4	1,000,613	1,026,017
Investments	5	<u>697,503</u>	<u>697,598</u>
		<u>1,698,116</u>	<u>1,723,615</u>
<b>Current Assets</b>			
Debtors	6	179,786	206,754
Cash at bank and deposits	7	<u>292,312</u>	<u>178,348</u>
		<u>472,098</u>	<u>385,102</u>
<b>Creditors:</b>			
Amounts falling due within one year	8	<u>(87,946)</u>	<u>(102,703)</u>
<b>Net Current Assets</b>		<u>384,152</u>	<u>282,399</u>
<b>Total Assets less Liabilities</b>		<u>2,082,268</u>	<u>2,006,014</u>
<b>Funds of the Association</b>			
Accumulated	9	944,978	944,978
Education and meetings	9	594,277	507,559
Publications	9	428,139	428,139
Regional deposits	9	114,081	123,795
Professors' Prize fund	9	<u>793</u>	<u>1,543</u>
		<u>2,082,268</u>	<u>2,006,014</u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part VII of the Companies Act 1985, and the Financial Reporting Standard for Smaller Entities (effective June 2002).

These financial statements were approved by the Council of Management on 24th March 2005  
Dr S C H Smith – Honorary Treasurer

## Notes on Accounting Policies for the year ended 31 December 2004

### Basis of accounts

These financial statements have been prepared under the historical cost convention.

Comparative figures on this page for the year ended 31 December 2003 have been restated to include deposits held by regions as these form part of the Association's assets. The surplus for either year is not affected by this restatement.

### Group accounts

The officers have taken advantage of the exemption from the requirement to prepare group accounts under S248 of the Companies Act 1985 as a small-sized group.

### Cashflow Statement

The company has taken advantage of the exemption from preparing a cashflow statement conferred by Financial Reporting Standard No. 1 on the grounds that it qualifies as a small company under the Companies Act 1985.

### Operating Income

Operating income includes income from subscriptions, education activities and publications, including income from national meetings.

### General funds

These are funds on which there is no restriction on the use of either capital or income.

The regional deposits fund holds the accumulated receipts, including capitation fees, of the Association's Regions.

The publications fund was established in 1980 to hold receipts lodged by the Association for the purpose of financing the development of its scientific publishing activities.

The education and meetings fund was established in 1980 to hold receipts lodged by the Association for the purpose of financing meetings and educational activities.

#### Receipts added to funds

The interest accruing to the funds, less charges, is added to the appropriate fund.

#### Subscriptions

Annual subscriptions are allocated according to their renewal date. The subscriptions relating to the year under review are included in the income and expenditure account and those relating to the following year are shown in creditors as prepaid subscriptions.

#### Fixed assets

##### a) Computer and Office Equipment

Until 31 December 1996 the cost of all computing facilities and office equipment were written off in the year of acquisition. With effect from 1 January 1997 these will be capitalised and depreciated as follows

Computer equipment – 20% straight line    Office equipment – 15% reducing balance.

##### b) Long Leasehold Property

During the year ended 31 December 2000, the Association acquired property on a 999-year lease. The property was brought into use in December 2000 and the cost will be depreciated over a period of fifty years from 1 January 2001.

#### Turnover

Turnover represents the invoiced value, net of Value Added Tax, of services provided.

	2004	2003
<b>1. Operating surplus</b>	<b>£</b>	<b>£</b>
The operating surplus is stated after charging:		
Auditors' remuneration	5,675	5,600
Depreciation: owned assets	25,404	25,902
	<u>25,404</u>	<u>25,902</u>
<b>2. Interest receivable and investment income</b>	<b>2004</b>	<b>2003</b>
	<b>£</b>	<b>£</b>
Bank deposit account interest	9,561	5,848
Dividends received	–	1,798
	<u>9,561</u>	<u>7,646</u>
<b>3. Taxation</b>	<b>2004</b>	<b>2003</b>
	<b>£</b>	<b>£</b>
Corporation tax charge	–	–
Adjustment in respect of previous periods	–	85
	<u>–</u>	<u>85</u>

The Association's interest received from bank deposits as liable to corporation tax at the small companies rate of 19% subject to relief for the small companies threshold.

4. Tangible fixed assets	Long leasehold property £	Office equipment £	Computer equipment £	Total £
<b>Cost</b>				
At 31 December 2003 and 31 December 2004	<u>1,068,068</u>	<u>27,013</u>	<u>42,109</u>	<u>1,137,190</u>
<b>Depreciation</b>				
At 31 December 2003	63,863	8,176	39,134	111,173
Charge for year	21,362	2,826	1,216	25,404
At 31 December 2004	<u>85,225</u>	<u>11,002</u>	<u>40,350</u>	<u>136,577</u>
<b>Net book value at 31 December 2004</b>	<u>982,843</u>	<u>16,011</u>	<u>1,759</u>	<u>1,000,613</u>
<b>Net book value at 31 December 2003</b>	<u>1,004,205</u>	<u>18,837</u>	<u>2,975</u>	<u>1,026,017</u>
<b>5. Investments</b>			<b>2004</b>	<b>2003</b>
			<b>£</b>	<b>£</b>
<b>Quoted:</b> Offshore bonds			697,503	697,503
<b>Unquoted:</b>				
XVI International Congress of Clinical Chemistry 1996 Limited (incorporated in England) at cost (dissolved)			–	94
Pathology 2000 Limited (incorporated in England) at cost (dissolved)			–	1
Clinical Biochemistry Conferences (incorporated in Scotland) at cost			–	–
			<u>697,503</u>	<u>697,598</u>

The market value of the quoted investments at 31 December 2004 was £645,330 (2003: £594,049).

The Association of Clinical Biochemists is the parent undertaking of Clinical Biochemistry Conferences, a company limited by guarantee and a registered charity by virtue of common control. The company was incorporated on 8 January 2003 and its principal activity is the management of conferences for the benefit of Clinical Biochemistry.

Clinical Biochemistry Conferences prepares accounts to 30 June. The latest accounts prepared from incorporation to 30 June 2004 showed a surplus for the period of £1,120 which was transferred to reserves.

<b>6. Debtors</b>	<b>2004</b>	<b>2003</b>
	£	£
Trade debtors	35,509	41,741
Prepaid expenditure for national meetings	82,806	115,013
Loan to Clinical Biochemistry Conferences	50,000	50,000
Other debtors	1,471	–
Amounts recoverable from the benevolent fund (note 10)	<u>10,000</u>	<u>–</u>
	<u>179,786</u>	<u>206,754</u>
<b>7. Bank and deposits</b>	<b>2004</b>	<b>2003</b>
	£	£
Bank current and deposit accounts	<u>292,312</u>	<u>178,348</u>
Cash surplus to daily commitments is held on bank deposit.		
<b>8. Creditors: amounts falling due within one year</b>	<b>2004</b>	<b>2003</b>
	£	£
Bank overdraft	31,801	34,905
Trade creditors	29,769	–
Deposits received in advance for national meetings	14,138	4,937
Cash held on behalf of benevolent fund (note 10)	122	112
Corporation tax	1,083	–
Other taxation and social security	1,600	57,149
Other creditors	<u>9,433</u>	<u>5,600</u>
	<u>87,946</u>	<u>102,703</u>
<b>9. General fund</b>	<b>2004</b>	<b>2003</b>
	£	£
<b>Accumulated fund</b>		
Balance at 31 December 2003	944,978	947,404
Surplus/(deficit) for the year	<u>76,254</u>	<u>(25,875)</u>
	1,021,232	921,529
Allocation to Regional deposits fund	9,714	23,449
Allocation to Professors' Prize fund	750	–
Allocation to Education and Meetings fund	<u>(86,718)</u>	<u>–</u>
Balance at 31 December 2004	<u>944,978</u>	<u>944,978</u>
<b>Education and meetings fund</b>		
Balance at 31 December 2003	507,559	507,599
Transfer from accumulated fund	<u>86,718</u>	<u>–</u>
Balance at 31 December 2004	<u>594,277</u>	<u>507,559</u>
<b>Publications fund</b>		
Balance at 31 December 2003 and 31 December 2004	<u>428,139</u>	<u>428,139</u>
<b>Regional deposits fund</b>		
Balance at 31 December 2003	123,795	147,244
Allocated from accumulated fund		
Income generated by regions	38,710	44,908
Interest allocated to regions	1,633	1,867
Expenditure by regions	<u>(50,057)</u>	<u>(70,224)</u>
Balance at 31 December 2004	<u>114,081</u>	<u>123,795</u>
<b>Professors' Prize fund</b>		
Balance at 31 December 2003	1,543	1,543
Prize and honorarium	<u>(750)</u>	<u>–</u>
Balance at 31 December 2004	<u>793</u>	<u>1,543</u>

<b>10. Cash held on behalf of benevolent fund</b>	<b>2004</b>	<b>2003</b>
	£	£
Donations received less paid	<u>122</u>	<u>112</u>

During the year the Association made a payment on behalf of the Benevolent Fund of £10,000 which will be reimbursed during the year ended 31 December 2005.

**11. Publications**  
These sums include the total income and expenditure on the Annals of Clinical Biochemistry, ACB News, advertising, situations vacant, Members' Handbook, Venture Publications and publications of the AACC.

<b>12. Committees</b>		<b>2004</b>	<b>2003</b>
These sums represent the cost of the meetings of the Council of the Association and all the committees.		£	£
National meetings		3,075	4,297
Council and Executive		26,542	35,390
Scientific		7,058	5,163
Education		8,703	4,365
Publications		680	1,764
Trainees		1,329	1,478
Federation of Clinical Scientists		17,285	45,763
Corporate member		<u>4,749</u>	<u>4,901</u>
		<u>69,421</u>	<u>103,121</u>

**13. Status of the Association**  
The Association of Clinical Biochemists is a company limited by guarantee not having a share capital.

### *Detailed Income and Expenditure Account*

	Notes	2004 £	2003 £
<b>Income</b>			
Subscriptions – general		205,287	188,559
Subscriptions – corporate		<u>25,355</u>	<u>30,010</u>
		230,642	218,569
PPP Foundation Grant - Labtests Online project		28,843	7,764
Education, including national meetings		839,814	619,912
Room hire		6,102	6,292
Publications		343,272	332,828
Regions		<u>38,710</u>	<u>44,908</u>
		1,487,383	1,230,273
Investment Income	2	<u>9,561</u>	<u>7,646</u>
		1,496,944	1,237,919
<b>Expenditure</b>			
Committees	12	90,946	103,121
Publications	11	280,660	270,303
Education		638,682	550,611
Expenditure by regions		50,057	70,224
Administration		217,780	167,954
Scientific scholarships		12,360	11,608
Council activity		30,556	11,556
Labtests Online project		40,818	16,968
Prize and honorarium		750	–
VAT irrecoverable		25,884	31,164
Bank charges		5,710	4,288
Depreciation of computer equipment		1,216	1,217
Depreciation of fixtures and fittings		2,826	3,324
Depreciation of long leasehold		<u>21,362</u>	<u>21,361</u>
		1,419,607	1,263,699
Corporation Tax		77,337	(25,780)
		<u>(1,083)</u>	<u>(95)</u>
<b>Surplus/(deficit) being excess of income over expenditure</b>	9	<u>76,254</u>	<u>(25,875)</u>

# Benevolent Fund

The Trustees present their annual report and financial statements for the year ended 31 December 2004. The unincorporated charity, number 254213, is registered with the Charity Commission and entered in the Central Register of Charities.

## Principal Activities

The fund has been established to aid persons who are or have been clinical biochemists regardless of whether they are subscribers to the fund and the wives, children, widows or dependents of deceased or disabled clinical biochemists.

## Governing Document

The charity is governed by a Deed of Trust dated 24 October 1967.

## Trustees

The following were Trustees during the year under review: the Association of Clinical Biochemists represented by the Benevolent Fund Committee comprising

President - Professor C P Price    Honorary Treasurer - Dr S C H Smith

## Reserves Policy

It is the policy of the charity to maintain unrestricted funds which are adequate to fulfil the objectives of the charity, subject to the limitations placed on the use of funds which has resulted in reserves building up to the current level. Any surplus funds are held in investments or short-term deposits to help maintain the income levels for future years. Limited amounts have been paid to beneficiaries over the past few years and the trustees will endeavour to find suitable persons whom the charity can help.

130-132 Tooley Street  
London  
SE1 2TU

By order of the Trustees  
Dr S C H Smith, Honorary Treasurer  
24th March 2005

## Independent Examiner's Report

I report on the accounts of the Charity for the year ended 31 December 2004, which are set out below.

### Respective responsibilities of trustees and examiner

As the charity's trustees, you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

### Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

### Independent examiner's statement

In connection with our examination, no matter has come to my attention:

- 1 which gives us reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with section 41 of the Act; and
  - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act
 have not been met: or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

P Oxtoby, Chartered Certified Accountant  
on behalf of Baker Tilly, Chartered Accountants  
Coventry, 29th March 2005

## Income and Expenditure Account

### Incoming resources

Donations received  
Interest receivable

### Resources expended

Benevolent Payments

### Movement in funds

Accumulated fund at 31 December 2003  
Accumulated fund at 31 December 2004

## Balance Sheet

### Current assets

Amount invested in money market  
Funds held by Association of Clinical Biochemists

### Balance at Bank

### Current liabilities

Amounts due to the Association of Clinical Biochemists

### Net assets

### Unrestricted funds

Accumulated fund

Unrestricted Funds	
2004	2003
£	£
743	147
1439	771
<u>2182</u>	<u>918</u>
(10,000)	—
(7,818)	918
<u>41,998</u>	<u>41,080</u>
<u>34,180</u>	<u>41,998</u>
<b>2004</b>	<b>2003</b>
£	£
43,266	39,729
122	112
<u>792</u>	<u>2,157</u>
<u>44,180</u>	<u>41,998</u>
(10,000)	—
<u>34,180</u>	<u>41,998</u>
	41,998

Dr S C H Smith – Honorary Treasurer  
24th March 2005

## Notes on Financial Statements

### 1. Principal accounting policies

#### Accounting convention

The financial statements are prepared under the historical cost convention.

#### Investment income

Investment income is accounted for in the period in which the charity is entitled to receipt.

#### Resources expended

Expenditure is included on an accruals basis. Grants payable are charged in the year when the offer is conveyed to the recipient, in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled.

# C. P. Stewart Memorial Fund

The Trustees present their annual report and financial statements for the year ended 31 December 2004. The unincorporated charity, number 269345, is registered with the Charity Commission and entered in the Central Register of Charities.

## Principal Activities

The fund has been established to fund the advancement of scientific knowledge and education by providing financial support to enable scientists to visit laboratories within the United Kingdom or elsewhere for the purposes of learning specialised techniques or to obtain first hand knowledge from a recognised expert in a field that would assist them in their studies.

## Governing Document

The charity is governed by a Deed of Trust dated 29 January 1974.

## Trustees

The following were Trustees during the year under review: the Association of Clinical Biochemists represented by the C. P. Stewart Fund Committee comprising

Chair	Miss J M Smith
Secretary	Dr S Rainbow
Honorary Treasurer	Dr S C H Smith

## Reserves Policy

It is the policy of the charity to maintain unrestricted funds which are adequate to fulfil the objectives of the charity, subject to the limitations placed on the use of funds which has resulted in reserves building up to their current level. Any surplus funds are held in short-term market deposits to help maintain the income levels for future years. No amounts have been paid out in connection with the objects of the charity for the past few years so the trustees will endeavour to find suitable persons whom the charity can help.

130-132 Tooley Street  
London  
SE1 2TU

By order of the Trustees  
Dr S C H Smith, Honorary Treasurer  
24th March 2005

## Independent Examiner's Report

I report on the accounts of the Charity for the year ended 31 December 2004, which are set out below.

### Respective responsibilities of trustees and examiner

As the charity's trustees, you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

### Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

### Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with section 41 of the Act; and
  - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Acthave not been met: or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

P Oxtoby, Chartered Certified Accountant  
on behalf of Baker Tilly, Chartered Accountants  
Coventry, 29th March 2005

## Income and Expenditure Account

Interest received on bank deposit account

Disbursements

Excess of income over expenditure for the year

Accumulated fund at 31 December 2003

Accumulated fund at 31 December 2004

### Unrestricted Funds

2004	2003
£	£
755	382
—	—
755	382
<u>19,398</u>	<u>19,016</u>
<u>20,153</u>	<u>19,398</u>

## Balance Sheet

### Current assets

Cash held at bank

### Unrestricted funds

Accumulated fund

2004	2003
£	£
20,153	19,398
<u>20,153</u>	<u>19,398</u>

Dr S C H Smith – Honorary Treasurer  
24th March 2005

## Notes on Financial Statements

### 1. Principal accounting policies

#### Accounting convention

The financial statements are prepared under the historical cost convention.

#### Investment income

Investment income is accounted for in the period in which the charity is entitled to receipt.

#### Resources expended

Expenditure is included on an accruals basis. Grants payable are charged in the year when the offer is conveyed to the recipient, in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled.



**The Association of  
Clinical Biochemists**

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