

THE ACADEMY FOR HEALTHCARE SCIENCE



ANNUAL REPORT 2024



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From the Chair

Welcome to the Academy for Healthcare Science round up report, where we proudly reflect on another year of advancing and improving patient safety and regulation within the Healthcare Science professions. We have continued to work closely with the Healthcare Science community, raising the profile of Healthcare Science and the dedicated professionals that work within it.

Since 2023, the Academy has seen some significant achievements. Notably, the merging of the Registration Council for Clinical Physiologists (RCCP) and AHCS registration portals. This resulted in a single Clinical Physiology Register for the first time in the UK. The Academy have continued to work closely with the CSO or equivalents from each of the four countries, including working with the CSO for NHS England on the Very Senior Leadership programme for Healthcare Scientists.

We have also been working on Equality, Diversity and Inclusion (EDI) with the Healthcare Science EDI programme, headed by Basit Abdul, which aimed to elevate EDI awareness within the HCS community and formulate a National EDI Strategy and Framework and develop a toolkit of resources.

We have continued to celebrate and shine a spotlight on the outstanding work of our Healthcare Science community through our Honorary Fellowships, welcoming the latest group of fellows at a prestigious event earlier this year.

We look forward to continuing our support and championing of the Healthcare Science community and striving towards patient safety and good practice. To all those who support and contribute to the work of the Academy, I would like to personally thank you for all your hard work.



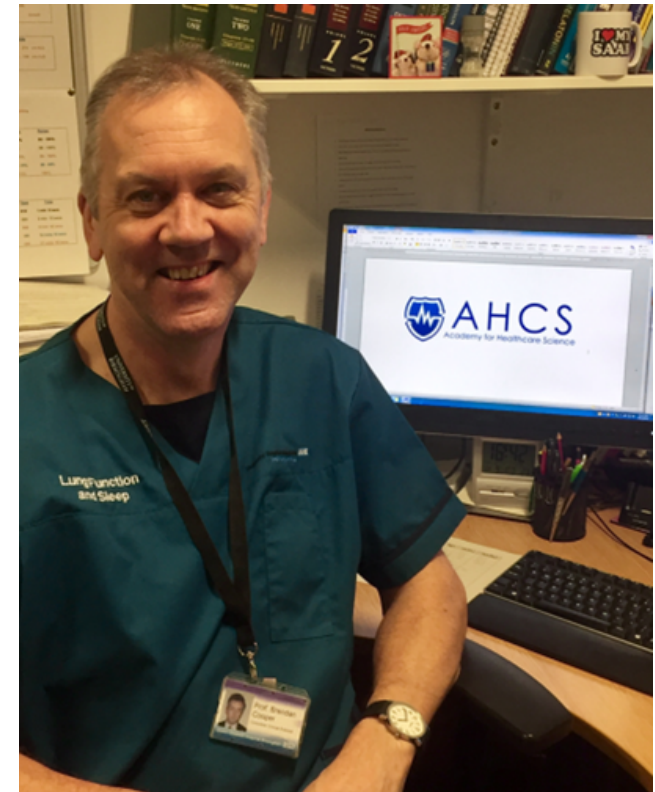
John Stevens, AHCS Chair

A Reflection from the President

I have always been amazed and impressed by the depth and breadth of our UK healthcare scientists I have met in my role as AHCS President over the years – great people, with brilliant ideas, but fundamentally like me, all believing in care, quality and scientific integrity for the benefit of our patients.

I am immensely proud to see how the Professional Bodies Council (PBC) has “come of age” and is the only regular hub where CSOs, professional body leads, and healthcare science experts meet to address and tackle the key problems of our healthcare scientific world. If that is my legacy, then I can step away assured that the Academy has a great future and healthcare science is in very good hands.

Finally, on a personal note, as the first President of AHCS. I have been immensely privileged to represent our professions to the public, governments and other health organisations. I hope soon with a new President, we will begin to take the Academy onto even greater things. Working towards a Royal Academy/College of Healthcare Science is so very important for our collective profile.



Professor Brendan Cooper
President, AHCS & Chair, Professional
Bodies Council

Academy for Healthcare Science

Strategic Plan

Our 2022–2025 Strategy

Below we highlight some of the key achievements and undertakings from our recent AHCS Strategy.

- Successfully brought clinical physiologists under one register, merging the RCCP register with our own.
- Continued to secure accredited status for the Register from the PSA
- Maintained the Register and supporting systems at Assistant, Associate Practitioner level and Consultant Clinical Scientist levels to include directories, non-accredited registers, and community of interest groups
- Established Standards of Proficiency for the relevant parts of the Healthcare Science workforce.
- Reviewed and maintained Good Scientific Practice
- Change from non-accredited registers to AHCS-accredited registers.

Our 2025 – 2027 Strategy

The Strategic Plan for 2025 – 2027 has been published. You can view the strategy [here](#).

Ambitions for the future

- Support the NHS and the Office for Life Sciences in responding to the three major strategic shifts:
 - Hospital to community
 - Analogue to digital
 - Sickness to prevention
- Align with and contribute to the delivery of the UK Industrial Strategy objectives.
- Actively support the Life Sciences Sector Strategic Plans across all devolved nations of the UK.
- Work in partnership with England's Regional Combined Mayoral Authorities and the devolved nations to strengthen healthcare science at local, regional and national levels.

AHCS Key Stats & Milestones

What work have we done?

- AHCS' registers successfully passed their 3-year review from the Professional Standards Authority (PSA) along with the annual PSA renewal and Standards 1 (in 2023) and 9 (in 2024)
- New cohorts of honorary fellows, welcoming the latest in May of 2024
- RCCP register successfully merged with the AHCS register, bringing all Clinical Physiologists under one AHCS register.

What work have we undertaken to do?

- The AHCS are actively working on obtaining Royal Academy status
- Involvement in the Accredited Registers Collaborative
- New cohorts of honorary fellows

Over
12,000

Registrants and
Individuals on Directories

Over 50

Healthcare Science
Specialisms supported by
AHCS

Over a
decade

of PSA re-accreditation of the
AHCS PSA-accredited Register

Over 50

AHCS Honorary
Fellowships awarded

Over
10,000

Social Media Following



Our Registers

Growth of our registers

Our registers continue to grow and include more additional specialist groups.

The RCCP became a wholly owned subsidiary of AHCS in June 2021. One of the key activities associated with this change was the merging of the respective organisation's registration databases. This was fully achieved in January 2024, with most registrants transferred in July 2023. This means that for the first time, all UK clinical physiologists are registered in the one place under the Healthcare Science part of the PSA accredited register.

At the start of 2024, AHCS ended the contract with MIA, taking every aspect of the LSI Credentialing Register "in-house". This independence should allow provision of a register that better meets the industry's needs and is more attractive to companies, registrants and the NHS

We are proud to have opened several new parts of our registers, directories and communities of interest recently, broadening the spectrum of professions within our registers.

- Clinical Physiologist Register – Audiology specific register
- Specialist Echocardiography Register
- Clinical Exercise Physiology – new accredited route
- Aural Care Community of Interest
- Experienced practitioner gateway
- GCRAB renewal has moved over to the AHCS platform
- Assistant and Associate AHCS-accredited registers

The Professional Bodies Council at work



The Academy for Healthcare Science Professional Bodies Council (the Council) is established as the senior council to provide a high level strategic discussion forum on healthcare policy, scientific leadership and horizon-scanning of issues that may affect the whole of the Healthcare Science workforce.

What work have we done?

- Joint EDI project with NHS England, headed by Basit Abdul
- Continued to raise the profile of Healthcare Scientists and raise key issues at a high level
- We have recently elected a President-Elect, Professor Chris Hopkins, following a robust election process.
- Supported recognition of Healthcare Scientists through King's Honours and Honorary Fellowships

What is in progress?

- The Council are currently looking into several different issues, including National Recruitment Advisors for Consultant Clinical Scientists and Prescribing rights.

What does the future look like?

- More impact
- Raising the profile of Healthcare Science
- Highlighting key areas of work and development to improve patient care across the UK.

Input

- As a collective, one voice for healthcare scientists, the PBC are able to influence key decisions, raise concerns and highlight issues facing Healthcare Science by meeting regularly with CSO/Equivalents of each of the four countries and also by writing to government.

A word from our President-Elect

“

I am committed to building upon the outstanding work of Professor Brendan Cooper, serving as a catalyst to unify the diverse branches of healthcare science. As the newly elected President of the Academy for Healthcare Science (AHCS), in collaboration with the Professional Bodies Council, my goal is to advance and elevate the healthcare science profession even further.

”

Four Country engagement & Partners

The Academy for Healthcare Science (AHCS) is committed to fostering strong partnerships and engagement across all four nations of the UK. Through collaboration with key stakeholders, we support leadership development, education, training, and regulatory initiatives that enhance healthcare science across England, Scotland, Wales, and Northern Ireland. Below we highlight some of the recent involvements:

- Very senior leadership programme, a collaboration with the CSO for NHS England
- Representatives from the AHCS attend regular online HEIW meetings.
- Our Head of Standards, Dr. Elaine Jenkins, attended face-to-face meetings on several different matters in both Ireland and Wales.
- We have introduced a Leadership Course for Healthcare Science in Northern Ireland, working with Ruth Thomsen, Scientific Director, NHS London, regarding Practical Skills in Education, Training & Learning (PSEL).
- AHCS work closely with the NHS Education for Scotland team regarding their 3-year training programme.
- We have four country representation on the AHCS Education, Training & Standards Committee (ETSC) and look to represent the four countries in all our work.
- We regularly collaborate with CSO's or equivalents from the four countries at our Professional Bodies Council meetings. Here, professional bodies have the opportunity to discuss healthcare science matters and receive updates from the Four Countries.
- We work closely with the National School of Healthcare Science (NSHCS).

AHCS Colleagues have attended events across the four countries of the UK including:

- Scotland - Professional Health & Social Care Regulatory Event
- Scottish First Minister's Speech in January 2025
- PSA Conferences
- Advancing Healthcare Awards - championing outstanding Healthcare scientists from all four countries.

Achievements

Professional Standards Authority (PSA)

In 2024, AHCS' PSA-Accredited Registers were awarded continued PSA Accreditation following the 3-year review. To accompany this great achievement, AHCS also passed Standard 9 in 2024, following from passing Standard 1 in 2023.

Annually, the AHCS renew their accreditation with the Professional Standards Authority (PSA) and successfully did so again in 2024.

RCCP

The RCCP became a wholly owned subsidiary of AHCS in June 2021. One of the key activities associated with this change was the merging of the respective organisation's registration databases.

This was fully achieved in January 2024, with most registrants transferred in July 2023. This means that for the first time, all UK clinical physiologists are registered in the one place under the Healthcare Science part of the PSA accredited register.

Fitness to Practise

Fitness to Practise Update

Fitness to practise (FTP) cases for Healthcare Science Practitioners are managed according to the published AHCS Fitness to Practise Procedure, which is reviewed and updated as required in accordance with AHCS policy.

Version 3.2 of the AHCS Fitness to Practise Procedure was revised and published in October 2023 to align the FTP procedures of the AHCS and RCCP; it was due to be reviewed in October 2026.

Version 3.3 the AHCS Fitness to Practise Procedure was revised and published in April 2024 in response to feedback from the Professional Standards Authority accreditation review of the Academy, to clarify the publication of sanctions following the conclusion of FTP cases and in particular removal of persons from the AHCS register. The next review of the procedure is scheduled for April 2027.

The AHCS Fitness to Practise policies and procedures are checked on a continuous basis as FTP cases are managed on a day to day basis. Any recommendations for amendment are submitted as proposals for consideration by the AHCS Regulation Board, which has overall responsibility for AHCS FTP policies, rules and procedures as set out in the AHCS Regulation Board Regulatory Framework and Governance Structure.

A summary analysis of Fitness to Practise cases managed by the AHCS in 2024/25 is included in [Annex 1](#). Nine cases have been managed and concluded in 2024/25, all from the Clinical Physiologist part of the AHCS register.

Five further cases are currently ongoing, comprising four Clinical Physiologists and one Clinical Research Practitioner. Two cases involve appeals against previously imposed sanctions, while three are pending the review or receipt of further information.

Events

AHCS Honorary Fellowship

In 2024 we hosted our latest [Honorary Fellowship](#) Event, recognising the work, vision, support and input individuals who have supported us in our development and growth, in one or more of the below key areas:

- To the formation, development, running or ideals and standards of the AHCS.
- To the promotion and development of key aspects of Healthcare Science.
- In areas relating to Healthcare Science and your help in promoting the professions and raising public awareness of Healthcare Science
- In providing excellence in UK healthcare in your capacity as Presidents of Royal Colleges, medical journalists, civil servants, manufacturers, etc.

We look forward to our future Honorary Fellowship events, to continue championing outstanding individuals in Healthcare Science.

Advancing Healthcare Awards

The AHCS are proud to support the Advancing Healthcare awards (AHAwards), an annual awards event that highlights and recognises outstanding work in Healthcare Science. Of the past years, the AHCS has sponsored awards at the AHAwards. this year, at the AHAwards UK 2025, we have two sponsored awards at the event, contributing to raising the profile of Healthcare Science across the UK.



Standards & Equivalence

The AHCS has developed equivalence assessment processes for Healthcare Science practitioners, scientists and higher specialist and scientists who have undertaken training, who hold qualifications and/or have considerable professional experience, and who wish to show that these are equivalent to the relevant training programme accredited by the National School of Healthcare Science.

What has been done?

- We received a positive outcome from our HCPC Certificate of Equivalence Performance Review. This is a review that is conducted every 2 years.
- A review of our Good Scientific Practice was sent for Public Consultation and Regulation Board approval at the end of 2024 and [GSP 2025](#) has recently been published.
 - Review of Guidelines and latest GSP Standards has allowed the implementation of a new application and assessment process using a templated approach. This was released in January 2025. You can view this [here](#).
- We have continues to grow our group of specialist and lay assessors who assist in the equivalence review process.

“

I found the guidance available on the AHCS website extremely helpful for navigating each step. I also attended a few webinars provided by my own society that Lynne from AHCS spoke at which was really useful. Marcia also really helped with some advice around nerves at interview. I am really proud to have achieved STP equivalence.

Charlotte Hainsworth – Highly Specialist Cardiac Physiologist

”

Digital Changes

New Website

We have introduced a new, refreshed [website](#) featuring a better patient and public page with clearer information. On our new page, we clearly define what Healthcare Scientists are and their roles. Our website has been written in accordance of guidance of Plain English, making our content more accessible and easy to understand.

We have improved our complaints process, creating a central place for all complaints to be submitted, improving accessibility and usability. These complaints are then distributed to the relevant teams once submitted. Recently, the AHCS name and logo has been trademarked.

New App

We have created a new app, currently for LSI Registrants only, which acts as a “virtual lanyard” that allows the digital storing of personal identification cards for access to hospitals. This is a more sustainable approach to generating individual ID cards.

This app is currently available on the [Apple App Store](#) and [Google Play](#).



Journals & Newsletters

The Healthcare Science Leadership Journal

We've recently published the latest edition of our Healthcare Science Leadership Journal and welcomed two new co-editors, Usman Lula and Jonathan Flannery. Keith Ison will be stepping down as journal editor this year after making outstanding contributions to the Journal since its inception.

The HCS Leadership Journal is a peer reviewed journal that provides an open and cross-professional forum that supports leadership and leadership development across the Healthcare Science workforce.

The Journal aims to encourage an interest in leadership amongst those in Healthcare Science, by showcasing examples of how leadership in Healthcare Science can influence and support excellent patient care.

We are currently looking into how we can digitally list the Journal to enable readers to cite and search Journal articles on main databases.

Read the latest editions [here](#).

AHCS Connect & VOX

The Academy is actively publishing 2 newsletters, AHCS Connect, the refreshed version of our Registrants newsletter, and VOX, our public news publication.

Read our latest VOX publications [here](#).
Read the latest AHCS Connect publications in
the [Registrants' Area](#).

All of our Public newsletter past editions are available to be read on our website.

How to get involved

If you would like to contribute to future editions of the Healthcare Science Leadership Journal or either of our newsletters, please email:
communications@ahcs.ac.uk.



AHCS Testimonials

“ AHCS and its work is the bedrock of promoting the healthcare science identity to patients and the public and earning their trust. Through understanding our identity in this way, our patients and the public can become our advocates for improving healthcare through our work.

Dr Owen Driskell
Clinical Academic Sciences Lead,
National School of Healthcare Science

”

“

As an LSI Registrant and member of the LSI Task & Finish Group, I am very proud to be part of the only UK accredited register for Life Science Industry personnel , protecting ourselves (as Registrants), the public, NHS staff and patients, with a commitment to public and patient safety and offering reassurance and confidence to healthcare facilities.

Nicki Dill, LSI Registrant/Member of LSI
Task & Finish Group

”

“ Receiving an Honorary Fellowship of the AHCS was a deeply meaningful moment in my career. The AHCS has been instrumental in strengthening the voice of healthcare scientists across the UK, fostering innovation, supporting workforce development, and ensuring representation in key policy discussions. This recognition reinforced my passion for championing professional standards and advocating for the vital role of healthcare scientists in patient care. I am proud to support the AHCS in its ongoing mission to drive progress and ensure healthcare science remains at the forefront of an evolving healthcare landscape.

Debra Padgett, Clinical Pathology Lead & Lead Healthcare Scientist
Past President of IBMS

”

“

AHCS have worked alongside Clinical Exercise Physiology-UK (CEP-UK) to support creating a registerable workforce linked to Clinical Exercise Physiology, including the supporting the registration of accreditation of MSc courses in the UK

Helen Jones, AHCS Registered
Clinical Exercise Physiologist
Chair, Clinical Exercise Physiology, UK

”

AHCS Testimonials Continued

“ Professional Identity is important for engaging with our patients and public so we can better deliver and inform the care we provide and ensures patient safety and public trust in our work.

”

Dr Owen Driskell
Clinical Academic Sciences Lead,
National School of Healthcare Science

“ Registration with the Academy for Healthcare Science has been a pain-free experience, which has provided structure for my future development and the confidence to represent my profession in the broader industry.

Lauren Ketteridge
Digital Healthcare Scientist and AHCS CPR Registrant

”

“ I truly value the Academy as a clear catalyst for impactful, positive change. It works to support healthcare scientists, science, and strengthen our health systems by breaking down silos, improving quality and professionalism, and providing a unified voice for the collective HCS community.

Ruth Thomsen MBE
Scientific Director, NHS England

”

“ RCCP joining forces with AHCS I believe will boost the chances for our profession to become and us being on a mandatory registration so that we can practice safely, efficiently and being recognised for our profession.

Kish Kishto, Chief Cardiac
Scientist & AHCS Registrant

”

AHCS Governance

AHCS Finance, Audit and People Committee

The AHCS Finance, Audit and People Committee (FAPC) is a sub-committee of the Management Board to assist the Board gain assurance that the financial and service delivery performance of the Academy and its subsidiary, RCCP, meet expected standards. The remit was extended to include our performance of handling ad hoc complaints raised by registrants, professional bodies and others to ensure that all issues brought to AHCS's attention are processed appropriately and timely.

During the past year FAPC has regularly scrutinised our quarterly and year end accounts, received reports of performance delivery against the many contracts that AHCS delivers for our stakeholders in support of safe, forward looking and high quality healthcare science services and revised our ad hoc complaints procedures. FAPC has also reviewed the AHCS human resources policies in place to help our staff deliver their best and develop further.

AHCS Governance

AHCS Regulation Board

The AHCS Regulation Board is chaired by [Joy Tweed](#), Non-Executive Director, and consists of both registrant and lay members. It operates at arms-length from the Academy. The core objective of the Regulation Board is to protect the public by mitigating the risks posed to service users and the public by the healthcare workforce that is regulated by and via the AHCS.

It does this by approving and monitoring the [AHCS's Regulatory Framework](#). The Framework sets out the overarching standards, principles, and generic policies, practices and Rules for the Registers held by AHCS and the licensing arrangements for the Councils.

Click [here](#) to read more about the AHCS Regulation Board and it's past quarterly meeting summary papers.

In the past year the Regulation Board oversaw the successful renewal of PSA accreditation for its voluntary registers, monitored CPD audits and other regulatory operations, and agreed updates to policies on Return to Work and Fitness to Practice. It also received the minutes and updates from the Education, Training and Standards Committee.

Life Science Industry

LSI Task & Finish Group

A Task and Finish Group, chaired by [Dean Fathers](#), was established in January 2024 with key representatives from leading Life Science Industry (LSI) associations, including ABHI, ABPI, Barema, BIVDA, Midilink, BDIA, NHS Confederation and NHS England.

The group's purpose was to explore how the AHCS, working in collaboration with partner organisations, could achieve its strategic aim:

"For the AHCS Life Science Industry Register to be widely adopted and used by the UK life science industry and the NHS, becoming a de facto requirement for industry personnel entering healthcare organisations as part of their work."

Meeting regularly throughout the year, the group's work culminated in a set of findings which highlighted the lack of a consistent approach to regulating life science industry staff, both within companies and across the healthcare facilities they access.

Based on these findings, the Task and Finish Group produced a series of recommendations to support the wider adoption and implementation of the register.

2024 in Photos



Contacts & Useful Links

Contact Information

Website

www.ahcs.ac.uk

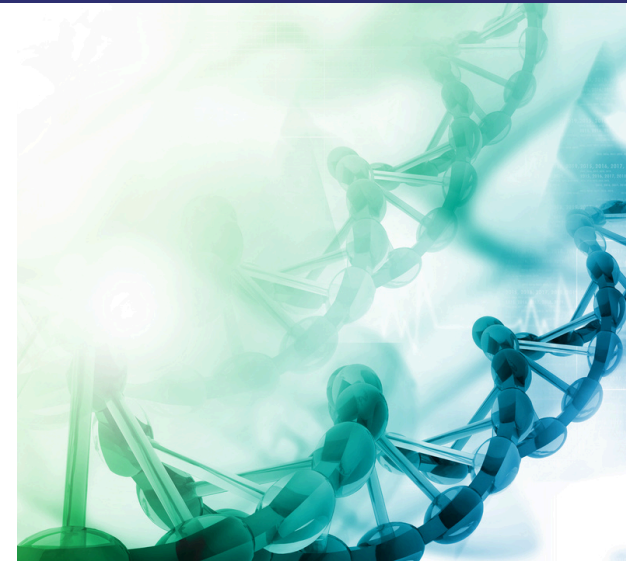
Email Contacts

communications@ahcs.ac.uk

registration@ahcs.ac.uk

information@ahcs.ac.uk

leadershipjournal@ahcs.ac.uk



Social Media Links



ANNEX 1: SUMMARY ANALYSIS OF FITNESS TO PRACTISE CASES MANAGED BY THE AHCS IN 2024/25

FTP Cases Outstanding at March 2024

Date Raised	Register	Modality	Outcome / Status	Date Closed
21 June 2019	Clinical Physiologist	Cardiology	Registrant removed from AHCS Register due to insufficient evidence of relevant Continuing Professional Development.	20 November 2024
18 August 2022	Clinical Physiologist	Audiology	12-month reprimand expired. No further action	10 June 2024
07 July 2023	Clinical Physiologist	Audiology	Removed from AHCS Register despite registration having lapsed whilst under investigation.	28 November 2024
13 September 2023	Clinical Physiologist	Audiology	Removed from register under AHCS Accepted Outcomes Procedure	05 December 2024
22 February 2024	Clinical Physiologist	Cardiology	Removed from AHCS Register despite registration having lapsed whilst under investigation.	05 July 2024
25 March 2024	Clinical Physiologist	Cardiology	Allegations withdrawn by complainant following 4 months improved working relationship. No further action.	31 July 2024

ANNEX 1: SUMMARY ANALYSIS OF FITNESS TO PRACTISE CASES MANAGED BY THE AHCS IN 2024/25 – CONTINUED

FTP Cases Received in 2024/25 – Accurate as of March 2025

Date Raised	Register	Modality	Outcome / Status	Date Closed
04 April 2024	Clinical Physiologist	Audiology	Removed from AHCS Register under Accepted Outcomes Procedure.	14 November 2024
17 May 2024	Clinical Physiologist	Audiology	Registrant's registration record flagged as 'Case history and evidence to be reviewed and any HCPC investigation outcome taken into consideration if any reapplication for registration'.	09 July 2024
16 October 2024	Clinical Physiologist	Audiology	Former Registrant advised that an AHCS investigation will be conducted for FTP impairment on the ground of gross misconduct if the individual reapplies for AHCS registration and will also be subject to the outcome from any HCPC investigation.	19 February 2025
22 February 2024	Clinical Physiologist	Neurophysiology	Interim Suspension Order under appeal. Panel to be established and hearing to be scheduled.	Ongoing
07 May 2024	Clinical Physiologist	Respiratory	CPD evidence under review by AHCS. Potential review of AHCS registration on the ground of Lack of Competence	Ongoing
08 May 2024	Clinical Research Practitioner	Clinical Research Practitioner	Under Appeal. Hearing scheduled 26 February 2025.	Ongoing
15 July 2024	Clinical Physiologist	Audiology	Interim Suspension of 18 months under the AHCS Accepted Outcomes procedure following a determination by the HCPC to suspend registration on the ground of misconduct. Subject to 6 monthly review unless waived by the registrant. Awaiting notification of a possible conviction or caution for a criminal offence.	Ongoing
05 February 2025	Clinical Physiologist	Audiology	Awaiting employer investigation report. Investigating Panel to review for potential misconduct	Ongoing