

NZIMLS

THE NEW ZEALAND
INSTITUTE OF MEDICAL
LABORATORY SCIENCE (INC)



2025

ANNUAL REPORT

STATEMENT OF FINANCIAL POSITION
STATEMENT OF FINANCIAL PERFORMANCE
AND ANNUAL ACCOUNTS

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PRESIDENT'S REPORT

The past year for the NZIMLS has again presented several challenges, but as has been the case throughout our history, we have had our Executive Office staff, Sharon Tozer, Fran Rae, Jillian Broadbent and more recently Cathy Hobson along with a long list of members who have worked above and beyond to create another successful year.

If we look back one year, we were in Christchurch at the new Convention Centre, Te Pae for our AGM and Annual Scientific Meeting. That event was incredibly well received by the membership and our industry supporters. It was a fantastic scientific programme with several high-profile presenters sharing their knowledge with the profession. We were also very fortunate to secure Sir Ashley Bloomfield as a presenter on the final day, and I would like to acknowledge his presentation on leadership and the generosity he showed with his time. He was very happy to chat and mingle with the delegates and even stop for numerous photo opportunities.

Soon after that, the NZIMLS ran the QMLT examinations and I want to congratulate all those who passed their respective exams and thank those involved in the exam process, whether you were an examiner, moderator or exam day invigilator; without you this qualification would not exist. There were 144 candidates last year with an overall pass rate of 84%. To the Board of Examiners, Mike Legge and Mary-Ann Janssen, thank you for your knowledge and expertise and the enormous amount of work you put in to ensure the exams are a success each year.

We have continued to see great success with our Special Interest Group meetings and North Island and South Island Seminars, with meetings being held in venues all around the country. Again, a big thank you to those who organise these meetings and those who give up their time to prepare and present at the meetings. Your support is critical to the continued health and well-being of our profession, and this is an essential part of your role as a scientist; to share your knowledge with colleagues to ensure we all perform to the best of our ability with that increased knowledge.

I would like to thank Jillian Broadbent for the enormous amount of work she does ensuring our members are familiar with the requirements for their Continuing Professional Development (CPD). Jillian fields numerous calls and queries regarding CPD eligibility and points allocation which she deals with very professionally. Jillian worked as a bench scientist for several years before taking on the CPD Coordinator role and has great understanding of the NZIMLS programme and the Medical Sciences Council's requirements to fulfil their responsibilities to the HPCA Act 2003. It is with some frustration we continue to see members try to claim points they are not entitled to and would always encourage our membership to uphold our professional ethics when recording and claiming points. I remind everyone that our Code of Ethics is part of your membership and is available to read on the website.

I would like to take the opportunity to thank those outgoing members of our NZIMLS Council, Region 3 Representative: Lynne Morgan, Region 4 Representative: Gavin Atkinson, and Region 5 Representative: Sue Melvin. Your contribution has been significant to the function of the NZIMLS, we have appreciated everything you have brought to the organisation and the profession. Thank you!

To the remaining members Region 1 Representative: Melanie Adriaansen, Region 2 Representative: Hollie Beall, Secretary/Treasurer: Ajesh Joseph and Vice-President Sujata Hemmady, thank you for all you have done over the past year to support the organisation and for the countless hours you spend on professional and Council affairs in your own time. I look forward to our continued work over the coming year. Thank you!

To our contractors, Lisa Cambridge, Journal Editor and those on the Editorial Board, and Mike Legge of the Board of Examiners and Professional Advisor, thank you for your continued efforts over the past year. As I have mentioned in the past, the products of your work, be it submissions to Government agencies or universities or the production of the NZIMLS Journal gives credibility to our profession in the New Zealand health sector and should not be underestimated.

I would again like to congratulate our most recent inductees as Life Members to the NZIMLS, Philip Wakem of the PPTC, primarily for services to the Pacific medical laboratory science sector, Mary-Ann Janssen, a previous Council member, Board of Examiners member and Vice-President of the Institute and Terry Taylor, previous Council member, President and the Immediate Past President. All have made enormous contributions to our profession and continue to do so.

I would also like to congratulate Savannah Young, who has been awarded the Barrie Edwards and Rod Kennedy Scholarship for 2025, the judges of the scholarship applications all agreed you were a deserving recipient, and we look forward to your report in an upcoming Journal.

The NZIMLS has continued its professional advocacy work providing a number of submissions and briefings to Government Ministers and agencies as well as commenting publicly where appropriate regarding aspects pertaining to the profession. We believe this is an important role of the organisation and encourage members to reach out to their regional representatives if they believe the NZIMLS can assist in promoting the role of the profession.

And finally to our amazing team of administrative staff Sharon Tozer our Chief Executive Officer, who you will be pleased to know, is recovering well from her ordeals last year, and who continues to lead with professionalism and sound business acumen that should give confidence to all our members; Jillian Broadbent who is the face of the CPD programme and a familiar and friendly face to all; Fran Rae, whose increasing knowledge of the organisation and financial skill adds to our succession needs, and finally to Cathy Hobson who is very new to the organisation however proving a very valuable addition - I thank you all for the great work you have done over the last year.

Kia Kaha whānau
Tony Barnett
NZIMLS President

VICE PRESIDENT'S REPORT

The year began with a strong focus on collaboration and advocacy. I worked closely with my NZIMLS colleagues to develop a series of position papers for submission to various professional bodies and stakeholder organisations. These papers were designed to articulate the evolving needs of the medical laboratory science workforce, highlight sector-wide challenges, and constructively contribute to shaping the future direction of our profession.

A key highlight of the year was representing NZIMLS at the 2024 Auckland Careers Expo where I promoted the dynamic and essential world of medical laboratory science. I had the opportunity to speak with enthusiastic high school and tertiary students, challenging stereotypes and showcasing the diversity of career paths available, beyond the cliché of bubbling beakers and lab coats. I shared practical information on our profession and the role NZIMLS plays in lifelong learning and professional growth. Our brochures were well received, and the lively Q&A sessions with students and parents helped further demystify the profession.

A particularly rewarding initiative was co-authoring a position paper with the NZIMLS President, addressed to the Chief Allied Health Professions Officer (CAHPO) at the Ministry of Health. The paper advocates for the development of a nationally cohesive pathology workforce strategy, highlighting the urgent need for a unified model that aligns education, professional development, and standardised practices across the sector. This work remains in progress, but it reflects a critical first step toward securing the sustainability of laboratory services nationwide.

Although we had hoped to progress a tri-party collaboration between IBMS, NZIMLS, and LabPlus, unfortunately, our plans didn't come to fruition this year. Nevertheless, we remain optimistic that future opportunities will allow for more effective alignment and collaboration.

Another valuable project was contributing to the NZIMLS response for a Nationwide Laboratory/Pathology Governance Model. This proposal, developed with input from experienced scientists, pathologists, and NZIMLS members, aims to support equity, consistency, and long-term sustainability in laboratory services across New Zealand. After many iterations (and more than a few strong coffees), we produced a thoughtful framework that balances strategic planning with real-world application.

I participated in several meetings with CAHPO and the MSCNZ, which provided important insight into broader workforce strategies, regulatory developments, and shifting expectations across our profession. These forums continue to reinforce the value of looking beyond the bench to better understand the forces shaping our work.

We all contributed our viewpoints to discussions on modernising health workforce regulation, aligned with the "putting patients first" principle. This involved reviewing proposals through the lens of service demand, future workforce needs, and regulatory agility—ensuring our frameworks remain responsive, relevant, and grounded in public trust and patient safety.

It was a privilege to attend and contribute to the NZIMLS Annual Scientific Meeting 2024 at the Te Pae Convention Centre in Christchurch. The venue was outstanding, and the programme was equally impressive. The TH Pullar Address by Angela Brounts and several keynote presentations provided both inspiration and direction. A personal highlight was meeting Dr Ashley Bloomfield, whose calm, principled leadership during the COVID-19 pandemic had a profound impact on public health in New Zealand. It was both humbling and energising to connect with someone who exemplifies trust, integrity, and evidence-based leadership.

As we close out another productive and eventful year, I'd like to acknowledge the dedication of our regional representatives, several of whom are stepping down at the end of their terms. It's been a pleasure working with you, and your impact will be long remembered. To Sharon Tozer, Jillian Broadbent, and Fran Rae—thank you for your tireless contribution, positivity, and good humour.

We're also delighted to welcome Cathy Hobson, our new Membership and CPD Administrator, who has truly hit the ground running. Her energy, responsiveness, and behind-the-scenes efforts have already made a difference.

Finally, a heartfelt thank you to all our SIG convenors and ASM organisers, who continue to deliver timely, relevant, and engaging professional development opportunities. And to all practitioners: your commitment to excellence, advocacy, and innovation is what drives this profession forward.

Sujata Hemmady
Vice President

CHIEF EXECUTIVE OFFICER'S REPORT

This is my 20th year working with NZIMLS, and I am both proud and pleased to report that we continue to see the beneficial changes that we are making to your professional body. The work we do – very much in alignment with the work you do – continues to change and grow and I am happy to report that the year ended 31 March 2025 was another busy and productive year for the team in the Executive Office.

We have now streamlined the registration process for our Special Interest Group events and successfully 'gone green' for these events. The introduction of online only programmes, emailed attendance certificates and recycled fabric name badges has been a welcome addition, all together reducing our paper use considerably for these events. We continue to choose venues that have a strong environmental policy, adding to our reduced carbon footprint. However, Council continues to encourage face-to-face meetings as these provide a richer experience for delegates and networking opportunities that you just don't get in an online meeting.

The workload in the office continues to grow at an expedited pace, and this lead to some staffing changes. Fran Rae who was employed as a temporary worker last year was offered and accepted the part-time role of Finance Administrator. Fran has excelled in this role, and we are grateful to have her on our team.

Our part-time office administrator left us late September 2024, creating an opportunity for a new Membership and CPD Administrator role. This part-time position was taken up by Cathy Hobson, who has had previous experience working in a laboratory. Both Cathy and Fran are contributing greatly to the success of your professional organisation.

During the year, NZIMLS was anonymously entered into the Most Trusted Business Awards, and we won three categories: Most Trusted Professional Organisation for Medical Laboratory Science in New Zealand; Most Trusted Not-for-profit Company in New Zealand; and Nationwide Brand Winner! Thank you to everyone who voted for us. I am delighted to advise that we have again been nominated for the 2025 awards! We would love you to vote for us again!

We continue to contract Daniela Olphert as our Professional Conference Organiser. Daniela brings a raft of experience and creates exciting events for our delegates and her friendly demeanour is welcomed by everyone. She has recently moved away from her former employer and is now a sole contractor, operating as DO Events, and kept us on as one of her clients, which we are extremely grateful for! If you have been to one of our Annual Scientific Meetings over the past four years, you will have met Daniela and will know what I mean!

The 2024 Annual Scientific Meeting was a huge success, held in the beautiful Te Pae Christchurch Convention Centre. This stunning venue delivered on all fronts, and the staff and food could not be faulted. Delegates enjoyed a full two-and-a-half-day programme with a variety of topics; the most attended talk being the very last one, where Sir Ashley Bloomfield gave a very insightful, interesting and entertaining talk about his time as New Zealand's Director-General of Health. He also spent quite some time with the exhibitors, speaking to as many people as he could fit in.

We are now well into organising the 79th Annual Scientific Meeting of the NZIMLS, this year being held in Hamilton. We hope to see as many of you there as possible.

In closing, I would again like to thank Jillian Broadbent for assisting me throughout the year and the wonderful work she carries out with the CPD programme and also the entire Council for their ongoing support. A huge thank you goes to Fran and Cathy for the amazing work they are doing here in the office.

Sharon Tozer
Chief Executive Officer

FROM THE REGIONS



Region 1 Northland - Auckland

It's been a year of hard work for most in the medical environment, but that hasn't come without progress and reward. Over the last 18 months, labs in the Northern Region have made significant advancements towards ISO 15189 2022 accreditation, with several achieving accreditation, and others on track to transition by December 2025.

In February, New Zealand officially launched the nationwide screening for Spinal Muscular Atrophy (SMA) as part of the newborn Metabolic Screening Program. This significant achievement follows the successful setup and verification of specialised equipment and infrastructure by the Newborn Screening Laboratory at LabPLUS.

The Northern Region Harmonisation projects continued in their various workstreams. This year we were successful in getting Compass approved – an online competency assessment platform that works in conjunction with MediaLab. Compass means that laboratory competency can be managed consistently across the sites, with trainers signing off competency tasks electronically. The Northern Region also continue to report and monitor KPI's between the Labs, with some other sites, such as Canterbury and Waikato, joining in.

Currently, the Northern Region Labs are working together to create a shared Test Guide which will be an externally facing website that contains information for clinicians and patients about the cohort of tests available across the region. It's an exciting piece of work that will make it easier for doctors and patients to know where and how blood tests are being processed.

Coming up we have the Annual Scientific Meeting being hosted by our neighbours in the Mighty Waikato. We look forward to attending the conference and developing our expertise through shared learning.

Keep up the good mahi!

Ngā mihi,

Melanie Adriaansen
Region 1 Representative

Region 2 Waikato-Bay of Plenty-Gisborne

My second year as the Region 2 Representative on the NZIMLS Council has been one of consolidation and understanding. I have had the opportunity to be more involved with the QMLT examinations, by helping to review the microbiology curriculum and attending the examiners/moderators workshop. This has given me a deeper understanding of the complexity involved in creating and marking these papers. I hope to be able to continue offering support to this area within the NZIMLS.

Laboratories continue to be plagued with issues relating to staffing and budgets which meant that some laboratories could not make necessary purchases of equipment or drive forward long-term projects. At the same time some laboratories faced a hiring freeze, which caused a myriad of issues including the inability to replace staff resigning or retiring, leaving gaps in some rosters.

Rural and smaller laboratories across the region have also been faced with staff shortages, which causes significant issues in smaller teams. Thames Laboratory were excited to host their first student from Otago University's Rural Health programme and found it to be an excellent experience. I hope encouraging graduates to consider a rural laboratory placement will improve staffing in those areas going forward.

At Waikato Hospital Laboratory we were happy to see the completion of a new space for Molecular Biology, with a purpose-built facility as part of the main laboratory. They were able to move in during August 2024. Planning is underway to expand and update the accommodations for Histology next. Pathlab Hamilton has also completed their Histology build and moved in during May 2024.

Waikato Hospital Laboratory had three students enrolled in the (now discontinued) Massey University PG Diploma programme, however, they were all able to complete their qualification by the end of 2024. One of which was commended for excelling as one of the top graduates. There was also one candidate who successfully passed their Histology QMLT exam, and another who passed the MSC exam. Congratulations to them all! The laboratory also had to say goodbye to some long-serving staff members who have retired, Deborah Glen, Gillian Lanham, and Jo Bouwhuis. I wish them all a happy retirement.

Hollie Beall

Region 2 Representative

Region 3 Lower North Island

This year we expected to see changes to New Zealand's healthcare provision as the government began a re-structure of our Health Services. Progress has been slow and we are still waiting to see how the Pathology services are going to be impacted. Restructuring of some systems has caused a loss of local knowledge and has led to delays in implementing new solutions, issue resolution is taking longer and out of hours support is limited. Staffing and recruitment remains challenging for our laboratories in the 2024/2025 year.

The Pacific Pathology Training Centre send all of their updates via the journal publication of "The Pacific Way". These updates share the education opportunities and training they are providing to the Pacific Island Nations. In April 2024 they hosted a Quality Management Symposium in Wellington for Pacific Island participants to enhance their skill and knowledge in QMS and formulate workplans towards ISO15189 accreditation. In addition to this Centre based courses were run in Blood Transfusion, FSM Quality Management and Foundations of Haematology.

While there have been no significant changes in Region 3 this year, I anticipate the next 12 months will give us more clarity about how laboratory services will be provided in Aotearoa, New Zealand.

Thank you to all of those in Region 3 who have responded to my calls for information and to all of my colleagues on the NZIMLS Council. It has been a privilege to serve on Council and I will miss this passionate and committed group of people when my term ends in August.

Lynne Morgan

Region 3 Representative

Region 4 Canterbury - Westland

Throughout the year, Region 4 has demonstrated remarkable resilience and adaptability. Notable themes included the validation and implementation of new technologies, ongoing staff development, and collaborative efforts across departments. Despite challenges such as staffing pressures and industrial negotiations, service continuity was maintained and contributions to patient care remained strong.

In a fiscally constrained environment, laboratories continued to advance through validation and implementation of new technologies. Conference attendance was sustained, with successful events such as the Annual Scientific Meeting and South Island Seminar. Special thanks to Vanessa Buchan and Ginna Alston, along with their organising teams at Canterbury Health Labs, for their outstanding efforts in making these events a success.

Workforce development remains a priority, with ongoing support needed for student placements, CPD initiatives, and registration pathways. The closure of the bridging course was met with concern, but the introduction of the Otago University course has offered renewed hope for technicians aspiring to become scientists. While the MSC examination provides opportunities for career progression, questions remain about the validity of a multi-choice format lacking discipline-specific content or academic oversight and transparency.

We also take a moment to recognise long-serving colleagues who have retired, and to honor those we have lost. Their contributions and dedication have left a lasting impact, and we should acknowledge those who continue to persevere through personal and professional challenges with unwavering commitment.

As we look ahead, many members await, with anticipation, the revised scopes of practice from MSCNZ, hopeful that they will better reflect the realities of our profession. Hopeful they have listened to the concerns previously raised by the profession and heeded input from members who gave up their own time to be on the Advisory Group.

On behalf of the NZIMLS Council, I extend sincere thanks to all Region 4 members who have supported the Institute through scientific presentations, Journal contributions, convening and organizing SIGs and meetings, and assisting with examinations. With the ASM held in our region this year, the organising committee's hard work has been especially appreciated.

As this marks my final report after eight years in the role as Region 3 Representative, I wanted to offer my heartfelt gratitude to all colleagues, contributors, and members who have supported Region 4's progress and the NZIMLS Council. Your professionalism, collaboration, and dedication have made a meaningful difference. It has been a privilege to serve alongside and for you, and I wish my successor and the Council continued success in the years ahead.

Gavin Atkinson
Region 4 Representative

Region 5 Otago - Southland

The 2024-25 year has flown by and many of the issues of the previous year are still not resolved. Lack of senior staff has been a problem in many of the laboratories in our region and attracting appropriate replacement staff is still extremely difficult. The plus-side of this has been to give junior staff more opportunities for advancement into senior roles. Congratulations to April Scarlett for performing the Laboratory Manager role in Oamaru after Kay Jones took up the role of HOD in Microbiology in Dunedin. Rosters in many laboratories have only been filled because staff have picked up extra shifts, however, this is not sustainable; the underlying attraction and retention issues must be resolved. It is pleasing to note that the Postgraduate Diploma in Medical Laboratory Science available from Otago University is now available via distance learning - this has been a long time in the making.

I would like to comment on how events outside the laboratory have an impact on how we perform our work. The decision by both the major New Zealand Courier companies to change their courier routes from same day to overnight had a huge impact on a mainly rural region. A replacement service to get samples from regional centres had to be found to ensure members of these communities had access to laboratory services in the same manner as their urban counterparts.

Awanui Dunedin hosted a successful education event for staff from around the region, the NZIMLS Regional representative fund covering hire of the event room. Attendees and contributors to any educational events must be congratulated, especially when working in a busy stressful environment.

It was great to get together again with our laboratory and industry colleagues at the 2024 NZIMLS Conference in Christchurch in August. Te Pae, was an amazing venue and hearing the musings of Sir Ashley Bloomfield was a fitting end to an excellent conference.

I would like to thank my fellow Council members for all their work and help and also thank my colleagues in Dunstan for covering for me whilst I have been away at meetings.

Sue Melvin
Region 5 Representative

CPD REPORT

The NZIMLS CPD Recertification Programme for Scientists has now been running for 20 years and the NZIMLS CPD Recertification Programme for Technicians has been running for 12 years. The current CPD Booklet is available as a download on the NZIMLS website, it is under the Members Section and appears listed in the CPD dropdown. This booklet is reviewed and updated annually.

Issue of an APC for Scientists still requires 80 CPD points over the current biennium, and there is a minimum requirement of at least 30 points in any one of those years. Issue of an APC for Technicians and Pre Analytical Technicians still requires 48 CPD points (equivalent to 24 hours of professional development) over the current biennium and a minimum of 18 points in any one of those years. For participants who have time away from work during the two-year period (i.e. on Maternity Leave etc.), or who join part way through the biennium, there is a pro-rata method in place for each three-month period worked during that time.

Major CPD happenings during the past year were:

- The MSCNZ conducted an audit covering the 2022 and 2023 biennium in July 2024. The next audit will be in mid-2026 and will cover the 2024 and 2025 biennium.
- Marking of the Journal Questionnaires is all now completed via the NZIMLS website. The points for passing each Journal Questionnaire are added automatically to members' CPD histories (i.e. you do not need to manually enter CPD points for passing each Questionnaire).
 - Many thanks go to our Journal Editor who spends considerable time setting these questions for each issue. These are designed to make it necessary to read the entire text to find the correct answer.
 - There are still a large number of members (approximately 60%) who do not achieve full marks for their answers in the Questionnaire; therefore, members are encouraged to check the model answers in the following issue of the Journal as part of their learning process. (A reflection document could always be written for this as part of audit requirements.)
 - Sadly, there are still some cases of collusion amongst members when submitting their responses. In cases like this, members are contacted and given the opportunity to explain and the CPD points are withheld for those members.
- Classroom points are now also automatically logged to members' CPD history. (Please check that you do not double up your CPD point entries for Journal Questionnaires and classrooms.)
 - The NZIMLS classrooms are still being well utilised, and many thanks goes to Mike Legge for his expertise in this area. NZIMLS still offers 5 CPD points and a \$100 gift voucher to those who write 10 acceptable questions for the classroom, sadly this offer has not been taken up by many members.
 - Many thanks also to our members who give us feedback on some of the existing classroom questions.

- The bar graph on the CPD history page makes tracking of CPD points over the biennium easier for members. Please note that the settings on the bar graph are generic for either Scientist or Technician and only apply if you have worked for the duration of the biennium. They are not individually tailored if you have joined the CPD programme part-way through the biennium. You would need to use the pro-rata system to calculate your CPD requirements for the biennium (or contact cpd@nzimls.org.nz for help to work out your requirements) if that is the case.
- There were 60 meetings registered and approved for CPD points during the year.
- All NZIMLS Special Interest Group (SIG) meetings remain as face-to-face meetings, which we encourage members to attend – it is a huge advantage to be able to network with other members. Many thanks to our members who step up to organise some of these meetings.
- We had an increasing number of members applying for CPD points for “Employment related study” courses and this resulted in NZIMLS having to revise the way CPD points are allocated for this activity. Many thanks again to Mike Legge for his expertise in his role as Professional Advisor to NZIMLS. The MSCNZ approved the changes in this section of the NZIMLS CPD programme.

Many thanks also need to go to the rest of the NZIMLS Council and all our members for their support and for their continual feedback on our CPD programme.

Jillian Broadbent
CPD Coordinator

MEMBERSHIP REPORT

As at 31 March 2024, membership stood at 3,151 (3,291 in 2024). We warmly welcome all our new members who have joined during this financial year.

Composition	31/03/2025	31/03/24
Life Members	19	19
Fellow	13	16
Fellow (Honorary)	1	1
Fellow Life Member	6	5
Member	1,823	1,848
Associate	1,274	1,381
Student	4	9
Honorary	8	9
Maternity Leave	3	3
Total	3,151	3,291
Members CPD programme	2,936	2,995
Scientist:	1,808	1,855
Technician:	1,128	1,143
Non Members CPD programme	2	2
Scientist:	2	2
Technician:	-	-

We encourage all members to subscribe to our regular emails advising of what events are happening, important notices and Council Newsletters. If you do not subscribe to our emails, please ensure you regularly visit our website www.nzimls.org.nz for updated information.

Sharon Tozer
Chief Executive Officer



QMLT EXAMINATIONS REPORT

Subject	Candidates
Anatomical Pathology	6
Biochemistry	9
Donor	9
General	2
Haematology	2
Molecular Diagnostics	1
Mortuary	4
Phlebotomy	86
Specimen Services	25

In 2024 there were 144 candidates taking the QMLT examinations. This was the highest number of candidates for over 10 years. Of these there were 122 candidates who successfully passed, giving a pass rate of 84.7%. This is consistent with overall pass rates from previous years. Except for one discipline, all the discipline-based examinations were passed. Awards were made for the Top Candidate in both Phlebotomy and Specimen Services, and the Top Overall discipline candidate was from Biochemistry. As is the normal practice the BoE reviewed all the examination papers and verified all the marks. Issues were experienced (once again) with the courier service delivering the completed examination papers, but this was eventually resolved. A survey of all the candidates immediately after the examinations indicated that 94% were satisfied with the QMLT examination. During 2024 Sharon Tozer had a significant accident and the BoE appreciates the work Sharon undertook to ensure the QMLT examinations went ahead on schedule. Regrettably, Mary-Ann Janssen stepped down from her BoE role. Mary-Ann was one of the first people to set up the BoE as well as being involved with QMLT Curriculum development. We wish her well with whatever her next ventures are. Finally, the long-awaited electronic marking system for the QMLT examinations has been trialed and is now ready for the 2025 QMLT examinations which will be more efficient and provide greater security to the examination system.

We wish to acknowledge the work all the Examiners and Moderators undertook to make the 2024 examination successful. Finally, to acknowledge the work of the Sharon Tozer and Fran Rae for ensuring the QMLT examinations were prepared on time, and for their ensuing administration work every year.

Mike Legge
Chair, BoE

Tony Barnett
BoE

JOURNAL REPORT

This report covers volumes, July 2024 (78:2), November 2024, (78:3) and March 2025 (79:1) for the financial year ending 31 March 2025.

During this period, 11 original articles, three reviews, two cases studies, one TH Pullar Address, one NZIMLS Fellowship Treatise, one professional article and three book reviews were published.

Five original studies, reviews and case study article published were by New Zealand authors, with the remaining from international authors.

Summary of submissions:

Year End	March 2025	March 2024	March 2023
Total Submissions	33	37	61
Rejection (%)	60	49	63
Turnaround time (working days)	40.5*	59	32
*at time of report 5 papers are with authors pending final decision			

- A steady drop in submission of suitable articles year on year is of concern and contradicts the increased global trend seen in the publication of scientific articles - *Attracting good quality articles may be improved if the Journal can seek registration to PubMed.*
- Rejection rates fluctuate but there is a general decline in the overall quality of published studies.
- Turnaround timeframes are acceptable but could be improved with an online submission process and new guidance provided to both the reviewers and authors.

Finding suitable peer reviewers is always challenging with the profession's heavy workloads, specialties and recent retirements from the profession. A wider search could be considered in the next year for the changing workforce, new technologies and topics, however with less submissions, this is currently being effectively managed.

The 2024 winner of the 'Rob Siebers Journal Prize' was Andrew Soepnel from Pathlab in Waikato his original article entitled; "Evaluation of NOVA view single-titre determination for antinuclear antibody testing under routine conditions in a New Zealand medical laboratory" published in Volume 78. No. 2, July 2024.

Current challenges and opportunities for the Journal include:

- Continuing challenges faced by the profession in the New Zealand health system including job uncertainty, high workloads, retirements, the ability and opportunities to undertake clinical studies, encouragement by the sector to publish.
- Changes and improvement suggestions to help author submission, editorial and publishing processes include investigation of online submission processes, registration with PubMed and CrossRef databases to implement doi numbers for our individual published articles.

Editor, Lisa Cambridge, Deputy Editors Michael Legge and Holly Perry and Rob Siebers as Emeritus Editor remain on the Editorial Team. No new members were invited to join the editorial board over this period.

The Editors thank Sharon Tozer from the NZIMLS Office for the Journal's preparation, type setting, advertising and liaison with the printers; Jillian Broadbent for guidance on the Questionnaire; and everyone who helps keep the Editorial Office running. We would also like to thank the Editorial Board, peer reviewers, laboratory companies that advertise in the Journal and the authors who have had their articles published in the Journal.

Lisa Cambridge

Editor

Michael Legge, Holly Perry

Deputy Editors

FELLOWSHIP REPORT

Fellowship of the NZIMLS (FNZIMLS) is the Institute's highest professional qualification. It can be obtained by thesis (Master's thesis requirements of NZ universities), by treatise (if candidate has a minimum of an appropriate Master's degree or is a Fellow of an appropriate professional organisation, or by publications (minimum of ten peer-reviewed publications of which the candidate must be first or senior author of at least six publications). Successful candidates are allowed to use the nominals FNZIMLS irrespective of NZIMLS membership.

During the preceding year there were no new applications to sit for Fellowship nor were there any ongoing candidates.

Fellowship Committee

Rob Siebers, FNZIMLS (Chair)

Jillian Broadbent, FNZIMLS

Michael Legge, FNZIMLS

SPECIAL INTEREST GROUP REPORT

The 2024-2025 year for the Special Interest Groups (SIGs) was again very busy with well attended meetings as per the below table.

Anatomical Pathology	19 October 2024, University of Waikato	100
Biochemistry	22 June 2024, JetPark Hamilton	89
Immunology	09 November 2024, Rydges Hotel, Wellington	38
Microbiology	23 November 2024, Wellington Hospital	71
Molecular Diagnostics	22 November 2024, Wellington Hospital	69
Mortuary	09 November 2024, Waikato Hospital	27
Mycology	09 November 2024, Auckland City Hospital	21
Pre-Analytical	16 November 2024, Waipuna Conference Centre	244
NICE Weekend	3-5 May 2024, Commodore Hotel, Christchurch	47
North Island Seminar	14 June 2024, Napier Memorial Centre	196

The South Island Seminar and Haematology SIGs did not take place during the 2024-2025 financial year, therefore they will be reported in next year's Annual Report.

We are now encouraging SIG convenors to try to spread meetings out over the year so they are not all happening at once.

We again thank all the SIG convenors and meeting organisers for the hard work that goes on behind the scenes to host an event in your region. It is a very rewarding experience to see colleagues come together and enjoy the presentations and the company of like-minded individuals. And to our members who present at these meeting, we are grateful for your contributions - these events cannot happen without you!

Tony Barnett
President

FINANCIAL REPORT

The financial position of the New Zealand Institute of Medical Laboratory Science (NZIMLS) has continued to strengthen over the past year through the strategic management of the Chief Executive Officer and the Executive. I am pleased to report that the Institute has returned a surplus of \$96,214, this year a significant improvement from the \$16,336 surplus recorded in the previous financial year.

A major contributor to this increased surplus was the reduction in operational costs associated with the North Island and South Island Seminars, and Special Interest Group (SIG) meetings. These savings were achieved through more efficient planning, better use of resources, and a strong commitment to our green policy, which eliminated the need for printed materials, certificates, plastic-insert name badges and extra courier costs. These environmentally conscious decisions also delivered substantial financial benefits. A very successful Annual Scientific Meeting in August, and careful financial management, planning and organisation by the Executive Office also contributed to this.

Our website development project is now complete, with ongoing maintenance supported by an external company (Yorb Limited) that continues to provide excellent service. This investment will significantly improve user experience and member engagement.

The QMLT examination marking system has undergone vigorous testing and will be fully implemented for the upcoming examinations, enhancing accuracy and efficiency in the marking process.

To stay aligned with modern financial management practices, NZIMLS has transitioned to the Xero accounting platform. This change has been well received by the Executive Office and has further streamlined our financial operations and reporting.

Our focus remains on investing wisely for the benefit of our members, including the continued provision of scholarships, research grants, and financial support for training and development initiatives. These investments reflect our commitment to supporting the future of the medical laboratory profession in New Zealand.

We were proud to host a highly successful Annual Scientific Meeting (ASM) at the Te Pae Convention Centre in Christchurch. Thanks to the outstanding efforts of the Convenor, Vanessa Buchan, the organising committee and the support of our membership. The North Seminar also had strong attendance and received excellent feedback for the high quality of presentations delivered. The South Island Seminar was not held during this financial year (held 3 May 2025).

The NZIMLS Journal, regarded as one of the most respected scientific publications in New Zealand, continues to publish top-tier research. I extend my sincere thanks to Lisa Cambridge, Prof. Mike Legge and Holly Perry, the editorial team for their ongoing commitment to maintaining the quality and integrity of the Journal.

The QMLT examination remains a cornerstone of NZIMLS, providing a crucial pathway to registration for laboratory technicians. This programme continues to evolve through regular syllabus reviews and examination updates, supported by the dedicated work of the Board of Examiners (BoE).

To achieve the best outcomes for our members, NZIMLS ensures access to the highest level of professional advice. We are fortunate to receive outstanding support from our Professional Advisor, Prof. Mike Legge, whose invaluable contributions span the QMLT examination, CPD programme, NZIMLS Journal, and the provision of expert guidance across many areas of our work. His dedication and expertise have been instrumental in upholding the professional standards of our Institute.

The Continuing Professional Development (CPD) programme is one of the most valued services we provide. It offers our members a variety of learning opportunities through Journal Questionnaires, classrooms, and online quizzes. These activities require substantial effort, and I would like to especially thank Jillian Broadbent, our CPD Coordinator, for her outstanding work in delivering the best outcomes for our members.

Our NZIMLS Council remains committed to achieving the best outcomes for our membership. I sincerely thank all Council members for their hard work and dedication to the profession and especially acknowledge those who are stepping down after years of committed service; I wish you all the best for the future. Leadership plays a crucial role in the success of our Institute and I would like to thank Tony Barnett, our President, and Sujata Hemmady, our Vice President, for their exemplary leadership and unwavering guidance throughout the year.

The Executive Office remains the heart and soul of NZIMLS. A special thank you to Sharon Tozer and her team - Fran Rae and Cathy Hobson whose knowledge, efficiency, and commitment are vital in managing membership registrations, financial management, CPD coordination, and the organisation of seminars. Their support ensures the smooth functioning of all our activities.

NZIMLS is incredibly fortunate to receive a significant amount of volunteer support from our passionate members who serve as convenors, organisers, and committee members for our various seminars, workshops, and the ASM. These contributions, made outside of their demanding professional roles, are invaluable. I take this opportunity to extend a heartfelt thank you to all our volunteers.

In summary, this has been a constructive and rewarding year for NZIMLS, marked by strong engagement with our members, collaboration with external organisations and regulatory authorities, and a continued commitment to excellence. The financial health of NZIMLS remains strong, providing a solid foundation for future growth and development of the Institute and the medical laboratory profession.

Ajesh Joseph
Secretary/Treasurer

Performance Report**Entity Name**
For the year endedThe New Zealand Institute of Medical Laboratory Science Inc.
31/03/2025**Entity information**

Legal name of entity	The New Zealand Institute of Medical Laboratory Science Inc.
Entity identifier	NZIMLS
Type of entity	Incorporated Society and Registered Charity (CC42318)
Entity's purpose or mission	"The New Zealand Institute of Medical Laboratory Science (Inc.) (NZIMLS) is the professional organisation that represents those engaged in the profession and practice of medical laboratory science in New Zealand. It has an ongoing commitment to promote professional excellence through communication, education and a code of ethics to achieve the best laboratory service for the benefit of the patient."
Entity structure	The NZIMLS is managed by two full-time paid employees; a Chief Executive Officer and a CPD & Membership Coordinator, and one part-time paid employee; a Finance Administrator. We have contracts with a Professional Advisor and Journal Editor and are supported by volunteers with our various Special Interest Groups and Conference meetings throughout the year.
Entity's governance arrangements	Governance Structures: The Rules of the NZIMLS state that the Institute shall consist of a President, a Vice-President, a Secretary/Treasurer and five ordinary members who shall constitute the Council. The Executive shall consist of the President, Vice-President, Secretary/Treasurer and the Chief Executive Officer.
Entity's reliance on volunteers and donated goods or services	Volunteers convene each Special Interest Group (SIG) meeting and a volunteer committee is formed annually for the annual Conference and Scientific Meeting.
Contact Details	Physical Address: 171 German Road, Cust Rangiora 7971 Postal Address: P O Box 505, Rangiora 7440 Phone: 03 313 4761 Email/Website: sharon@nzimls.org.nz www.nzimls.org.nz Facebook: https://www.facebook.com/p/The-New-Zealand-Institute-of-Medical-Laboratory-Science-Inc-100064427240372/



Performance Report

Entity Name
For the year ended

The New Zealand Institute of Medical Laboratory Science Inc.
 31/03/2025

Statement of Service Performance**Description of medium to long term objectives****The objectives of the Institute are:**

1. To establish and promote standards appropriate to the profession of Medical Laboratory Science.
2. To improve the standards, status, education and training of members of the profession.
3. To promote, conduct and organise conferences and seminars as may be required for the membership for the further education and professional development of all categories of the membership.
4. To promote, conduct and organise CPD programmes as may be required by the membership for the management and compliance of annual practicing certificates according to the Medical Sciences Council of New Zealand.
5. To confer appropriate categories of membership on those entitled to receive them.
6. To encourage the publication of material relating to or associated with Medical Laboratory Science.
7. To promote, conduct and organise professional examinations as may be required by the membership.
8. To provide counsel, advice and representation on matters pertaining to Medical Laboratory Science.
9. To award prizes, certificates, medallions or other recognition to members who by way of examination, peer nomination or public honour have excelled and/or achieved in the practice of Medical Laboratory Science.
10. To act in the best interests of the profession and to undertake or conduct the affairs of the profession considered necessary or beneficial to the Institute or its members.
11. To liaise and promote the best interests of the profession with related health professional groups and government entities.
12. To give effect to the principles of Te Tiriti o Waitangi/Treaty of Waitangi

Description of key activities	Quantity	
	Current year	Last year
Members	3,409	3,279
Participants in Scientific CPD Programme	1,906	1,865
Participants in Technician CPD Programme	1,212	1,149
Attendance at Special Interest Group Meetings:		
Anatomical Pathology Special Group Meeting	100	57
Biochemistry Special Interest Group Meeting	89	42
Haematology Special Interest Group Meeting	-	68
Immunology Special Interest Group Meeting	38	-
Microbiology Special Interest Group Meeting	71	85
Molecular Diagnostics Special Interest Group Meeting	69	55
Mycology Special Interest Group Meeting	21	-
Mortuary Special Interest Group Meeting	27	26
Pre-analytical Services Special Interest Group Meeting (North Island)	244	256
Transfusion Science Special Interest Group Meeting (NICE)	47	47
North Island Seminar	196	72
South Island Seminar	-	70
NZIMLS Annual Scientific Meeting - Registrations	414	465
Recipients of the Journal of Medical Laboratory Science - Printed copy	2,627	2,581
Recipients of the Journal of Medical Laboratory Science - Electronic only	685	777
Annual Qualified Medical Laboratory Technician Examination	119	133



Performance Report

Entity Name
For the year ended

The New Zealand Institute of Medical Laboratory Science Inc.
 31/03/2025

FINANCIAL INFORMATION**Statement of Financial Performance**

	Note	Current year \$	Last year \$
Revenue			
Donations, koha, bequests and other general fundraising activities		-	976
Non-government service delivery grants/contracts		448,676	633,881
Membership fees and subscriptions	1	483,098	465,193
Other revenue		20,161	-
Interest, dividends and other investment revenue		41,164	42,609
Total revenue		993,099	1,142,659
Expenses			
Employee remuneration and other related expenses		200,284	194,225
Other expenses related to service delivery	2	641,905	880,689
Grants and donations made		6,000	-
Other expenses		48,696	51,409
Total expenses		896,885	1,126,323
Surplus/(Deficit) for the year		96,214	16,336

This performance report has been approved by those charged with governance.

Date 5 August 2025
 Signature 

Name Tony Barnett
 Position President

Date 5 August 2025
 Signature 

Name Ajesh Joseph
 Position Secretary/Treasurer



Performance Report
Entity Name
For the year ended

The New Zealand Institute of Medical Laboratory Science Inc.
31/03/2025

FINANCIAL INFORMATION
Statement of Financial Position

	Note	Current year \$	Last year \$
Assets			
Current assets			
Cash and short-term deposits		627,903	479,946
Debtors and prepayments	3	58,016	154,387
Investments		187,910	514,144
Total current assets		873,829	1,148,477
Non-current assets			
Property, plant and equipment	5	4,036	4,579
Intangibles	5	39,855	79,710
Investments	3	475,185	100,151
Work In Progress - Exam Marking Management System	3 & 11	64,200	26,408
Total non-current assets		583,276	210,848
Total assets		1,457,105	1,359,325
Liabilities			
Current Liabilities			
Creditors and accrued expenses		28,031	75,258
Employee costs payable		30,604	33,365
Deferred revenue	4	371,559	318,599
Other current liabilities		7,379	8,785
Total current liabilities		437,573	436,007
Total Liabilities		437,573	436,007
Total assets less total liabilities (net assets)		1,019,532	923,318
Accumulated Funds			
Accumulated surpluses or (deficits)	6	1,019,532	923,318
Total Accumulated Funds		1,019,532	923,318



Performance Report

Entity Name
For the year ended

The New Zealand Institute of Medical Laboratory Science Inc.
 31/03/2025

FINANCIAL INFORMATION
Statement of Cash Flows

	Current year	Last year
	\$	\$
Cash flows from operating activities		
Operating receipts (money deposited into the bank account)		
Donations, koha, bequests and other general fundraising activities	-	43,442
Membership fees and subscriptions	532,624	462,047
Non-government service delivery grants/contracts	536,058	689,505
Interest, dividends and other investment receipts	58,831	21,056
Other cash received	-	20,967
Total receipts	1,127,513	1,237,017
Less operating payments (money withdrawn from your bank account)		
Employee remuneration and other related payments	192,314	189,299
Other payments related to service delivery	680,057	895,030
Grants and donations paid	6,000	-
Goods and Services Tax	11,611	92,295
Total payments	889,982	1,176,624
Net cash flows from operating activities	237,531	60,393
Cash flows from other activities		
Cash was received from:		
Sale of investments	-	109,853
Cash was applied to:		
Payments to acquire property, plant and equipment	40,774	124,459
Payments to purchase investments	48,800	118,625
Net cash flows from other activities	- 89,574	- 133,231
Net increase/(decrease) in cash	147,957	- 72,838
Opening cash	479,946	552,784
Closing cash	627,903	479,946



Performance Report

Entity Name
For the year ended

The New Zealand Institute of Medical Laboratory Science Inc.
 31/03/2025

Statement of Accounting Policies

Basis of preparation

This performance report is prepared in accordance with the XRB's Tier 3 (NFP) Standard. The entity is eligible to apply these requirements as it does not have public accountability and has total annual expenses of less than \$5,000,000. All transactions in the performance report are reported using the accrual basis of accounting. This performance report is prepared under the assumption that the entity will continue to operate for the foreseeable future.

Treatment of GST

All amounts are recorded on a GST exclusive basis, except for Debtors and Creditors which are stated inclusive of GST

Income Tax

The New Zealand Institute of Medical Laboratory Science (Inc.) is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

Bank Accounts and Cash

Cash and short term deposits in the Statement of Cash Flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Revenue

Revenue is accounted for as follows:

Membership and CPD income

Membership and CPD fees are invoiced for the period 1 January to 31 December. Calculation of Membership and CPD fees has been made to allocate a proportion of fees paid that relate to the period after balance date.

Event Income

Registration fees for the Annual Scientific Meeting and Special Interest Group meeting are recorded as revenue when the event takes place.

Interest Income

Interest income is recognised on an accrual basis.

Other Income

All other income is accounted for on an accrual basis and accounted for in accordance with the substance of nature of the transaction.

Intangibles

Intangibles are shown at cost less any accumulated amortisation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the asset.

Amortisation rates and useful lives have been estimated as follows:

Website 3 years 50% DV (2023 : 3 years 50% DV)

Plant and equipment

Plant and equipment are shown at cost less any accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the asset.

Depreciation

Depreciation is provided on a diminishing value basis on all plant and equipment, at rates that will write off the cost of the assets to their estimated residual values over their useful lives. The depreciation rates and useful lives associated with major classes of assets have been estimated as follows:

- Office equipment 3 years 50% DV (2023 : 3 years 50% DV)
- Computer hardware 3 years 50% DV (2023 : 3 years 50% DV)

Employee Costs

Employee entitlements are measured at undiscounted nominal values based on accrued entitlements at current rates of pay. These include salaries accrued up to balance date, annual leave earned but not taken at balance date, and long service leave.

Changes in Accounting Policies

Adoption of Revised PBE SFR-A (NFP)

The Institute applied the revised PBE SFR-A (NFP) standard for the first time this year.

As a result of the first-time application of this standard, there were no changes required to revenue recognition, arising from the change from accounting based on use or return conditions to accounting based on documented expectations over use.

Significant aggregation changes to items in the Statement of Financial Performance were required on a first time application of the new standard. Comparative amounts have been presented in accordance with the requirements of this standard.



Performance Report
Entity Name
For the year ended

The New Zealand Institute of Medical Laboratory Science Inc.

31/03/2025

Note 1 - Analysis of Revenue

Category	Analysis	Current year	Last year
Donations, koha, bequests and other general fundraising activities	Donations/Koha from the public	-	976
	Total	-	976

Category	Analysis	Current year	Last year
Non-government service delivery grants/contracts	Advertising	7,723	16,417
	Exhibitions	69,140	49,738
	Operating Income	35,274	52,434
	Royalties	310	884
	Seminar Registration	295,181	471,942
	Sponsorship	41,048	42,466
	Total	448,676	633,881

Category	Analysis	Current year	Last year
Other revenue	ACC Reimbursements	20,161	-
	Total	20,161	-

Category	Analysis	Current year	Last year
Membership fees and subscriptions	Membership Fees	277,569	274,682
	CPD Membership	152,685	149,493
	Examination Fees	52,844	41,018
	Total	483,098	465,193

Category	Analysis	Current year	Last year
Interest, dividends and other investment revenue	Interest	41,164	42,609
	Total	41,164	42,609

Note 2 - Analysis of Expenses

Category	Analysis	Current year	Last year
Employee remuneration and other related expenses	Salary and Wages	142,104	138,273
	Salary and Wages - Administration	46,000	45,000
	Kiwisaver	11,789	10,593
	ACC	391	360
	Total	200,284	194,226

Category	Analysis	Current year	Last year
Other expenses related to service delivery	Contractors	72,185	67,525
	Examinations expenses	62,057	56,711
	Journal expenses	36,158	29,194
	Operating expense	97,241	181,937
	Special Interest Group Seminar expenses	374,264	545,322
	Total	641,905	880,689

Category	Analysis	Current year	Last year
Grants and donations made	Donation	6,000	-
	Total	6,000	-

Category	Analysis	Current year	Last year
Other expenses	Depreciation	2,909	2,869
	Amortisation	39,855	43,158
	Bad Debts	-	209
	Audit Fees	5,932	5,172
	Total	48,696	51,408



Performance Report
Entity Name
For the year ended

The New Zealand Institute of Medical Laboratory Science Inc.
31/03/2025

Note 3 - Analysis of Assets

Category	Analysis	Current year	Last year
Cash and short-term deposits	BNZ Account	627,903	479,946
	Total	627,903	479,946

Category	Analysis	Current year	Last year
Debtors and prepayments	Accounts Receivable	8,945	29,403
	Prepayments	39,493	97,743
	Other receivables - accrued interest	9,578	27,241
	Total	58,016	154,387

Category	Analysis	Current year	Last year
Investments	Investments - Current		
	Term Deposit - 3010	133,577	126,355
	NZ Research Grant	54,333	51,430
	Investments - Non Current		
	Term Deposit - 3009	371,725	336,359
	Term Deposit - 3000	103,460	100,151
	Total	663,095	614,295

Category	Analysis	Current year	Last year
Other non-current assets	Plant & Equipment	4,036	4,579
	Intangibles	39,855	79,710
	Work In Progress - Exam Marking Management System	64,200	26,408
	Total	108,091	110,697

Note 4 - Analysis of Liabilities

Category	Analysis	Current year	Last year
Creditors and accrued expenses	Accounts Payable	24,822	75,258
	Credit Cards	3,209	
	Total	28,031	75,258

Category	Analysis	Current year	Last year
Employee costs payable	Holiday pay accrual	20,507	26,144
	Wages and Salaries earned by not yet paid	6,575	5,146
	PAYE Due	3,522	2,075
	Total	30,604	33,365

Category	Analysis	Current year	Last year
Deferred revenue	Membership Fees	196,640	190,826
	CPD Fees	112,624	104,297
	Other Fees	62,295	23,476
	Total	371,559	318,599

Category	Analysis	Current year	Last year
Other current liabilities	GST	7,379	8,785
	Total	7,379	8,785

Note 5 - Intangibles

	Current year					
Asset Class	Opening Carrying Amount	Purchases	Disposals	Depreciation and Impairment	Revaluation Movements	Closing Carrying amount
Website redevelopment	79,710	-	-	39,855	-	39,855
Total	79,710	-	-	39,855	-	39,855

	Last year					
Asset Class	Opening Carrying Amount	Purchases	Disposals	Depreciation and Impairment	Revaluation Movements	Closing Carrying amount
Website Redevelopment	26,363	96,505	-	43,158	-	79,710
Total	26,363	96,505	-	43,158	-	79,710

Note 5 - Property, Plant and Equipment

	Current year					
Asset Class	Opening Carrying Amount	Purchases	Disposals	Depreciation and Impairment	Revaluation Movements	Closing Carrying amount
Computers Including Software	4,579	2,389	46	2,886	-	4,036
Total	4,579	2,389	46	2,886	-	4,036

	Last year					
Asset Class	Opening Carrying Amount	Purchases	Disposals	Depreciation and Impairment	Revaluation Movements	Closing Carrying amount
Computers Including Software	1,721	5,727	-	2,869	-	4,579
Total	1,721	5,727	-	2,869	-	4,579



Performance Report**Entity Name**

The New Zealand Institute of Medical Laboratory Science Inc.

For the year ended

31/03/2025

Note 6 - Accumulated Funds

NZIMLS evaluates its objectives, policies, and processes for managing accumulated funds by following a structured approach to ensure financial stability, risk mitigation, and alignment with strategic goals. This is carried out by:

- Ensuring liquidity during periods of uncertainty
- Supporting operational continuity during revenue shortfalls (if any)
- Meeting regulatory or statutory requirements
- Funding future investments or strategic initiatives
- Managing risks such as economic downturns

Current year							
Description	Capital Contributed by Owners	Accumulated Surpluses or Deficits	Restricted Reserves	Discretionary Reserves	Revaluation Reserves	Other Reserves	Total
Opening balance	-	923,318	-	-	-	-	923,318
Surplus/(Deficit)		96,214					96,214
Closing balance	-	1,019,532	-	-	-	-	1,019,532

Last year							
Description	Capital Contributed by Owners	Accumulated Surpluses or Deficits	Restricted Reserves	Discretionary Reserves	Revaluation Reserves	Other Reserves	Total
Opening balance	-	906,982	-	-	-	-	906,982
Surplus/Deficit		16,336					16,336
Closing balance	-	923,318	-	-	-	-	923,318

Note 7 - Going Concern

The New Zealand Institute of Medical Laboratory Science Inc. the Society's transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the going concern assumption that the entity will continue to operate in the foreseeable future.

Council remains vigilant and conservative with accounting processes and the Executive Office has shown sound judgement when dealing with Members' finances which now provides some security. Reporting a profit for the financial year, we are in a strong financial position heading into the next year.

Note 8 - Securities

Explanation	\$	\$
Bank of New Zealand security held over NZIMLS Visa Cards - Executive Officer	10,000	10,000
President	2,000	2,000
Secretary/ Treasurer	2,000	2,000
CPD & Membership coordinator	2,000	2,000

Note 9 - Related Party Transactions

Description of related party relationship	Description of the Transactions (whether in cash or amount in kind)	Value of Transactions		Amount Outstanding	
		Current Year \$	Last Year \$	Current Year \$	Last Year \$
CW & SM Tozer Partnership	The CW & SM Tozer Partnership charges the Society for office rental which is paid for annually. SM Tozer is employed by the Society.	10,000	10,000		
Chief Executive Officer	Remuneration	99,640	96,738		

Note 10 - Commitments, Contingent Liabilities and Guarantees

There are no commitments as at balance date 2024 - as at March 2024 there was a commitment of \$19,472, relating to the Exam Marking Management System

There are no contingent liabilities or guarantees as at balance date 2024 - nil

Note 11 - Work In progress

Work in Progress is for the exam marking management system that will be operational in October 2025.

Note 12 - Events After the Balance Date

There were no events that have occurred after the balance date that would have a material impact on the Performance Report. (2024 - Nil)



Performance Report**Entity Name** The New Zealand Institute of Medical Laboratory Science Inc.**For the year ended** 31/03/2025**Note 13 - Prior Year Adjustments**

The following prior year adjustments were required.

- Audit fee accrual – Prior year adjustment of \$5,000 for the accrual of the audit fee for the year ended 31 March 2024. This had the impact of increasing the accruals by \$5,000 and the audit fee expense by \$5,000 for the year ended 31 March 2024.
- Adjustment required to remove the amounts for the 2024 Conference included in the 2024 Trade Creditors, as they had not been paid in the year, nor do they relate to the year ended 31 March 2024, and remove the amounts paid in the year to prepayments. The adjustment increased prepayments by \$8,965.25, decreased trade creditors by \$6,932.50 (net of GST) and decreased conference expenses by \$16,031.50 for the year ended 31 March 2024.
- Adjustment required to remove the amounts which had incorrectly been incorrectly allocated to income, when they are just a split of administration expenses. The adjustment decreased the 2024 income by \$45,000, but also decreased the 2024 expenses by \$45,000, therefore no impact on the prior year surplus/(deficit) figure.





INDEPENDENT AUDITOR'S REPORT

To the Council of the New Zealand Institute of Medical Laboratory Science Inc.

Opinion

We have audited the accompanying performance report of the New Zealand Institute of Medical Laboratory Science Inc. on pages i to ix, which comprises the entity information, the statement of service performance, the statement of financial performance and statement of cash flows for the year ended 31 March 2025, the statement of financial position as at 31 March 2025, and notes to the financial statements, including material accounting policy information.

Opinion on Performance Report excluding Statement of Service Performance

In our opinion, the Performance Report on pages i to ix presents fairly, in all material respects:

- the entity information for the year ended 31 March 2025 and;
- the financial position of the New Zealand Institute of Medical Laboratory Science Inc. as at 31 March 2025, and its financial performance, and cash flows for the year then ended

in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit), issued in New Zealand by the New Zealand Accounting Standards Board.

Qualified Opinion on Statement of Service Performance

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report:

- the service performance for the year ended 31 March 2025, in that the service performance information is appropriate and meaningful and prepared in accordance with the entity's measurement bases or evaluation methods

in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit), issued in New Zealand by the New Zealand Accounting Standards Board.

Basis for Qualified Opinion

We were unable to obtain sufficient appropriate audit evidence to support certain performance information reported in the Statement of Service Performance as at and for the year ended 31 March 2025. Specifically, we were unable to verify the reported numbers for Members, Participants in the Scientific & Technician CPD Programme, and Recipients of the Journal of Medical Science. Management advised that system-generated reports supporting these figures could only be produced as at the current date and had not been retained for the 31 March 2025 reporting date. Although we reviewed a report generated in July 2025 that included some of the relevant data, it did not provide sufficient evidence to confirm the accuracy and completeness of the performance information over the reporting period.

We conducted our audit of the Statement of Financial Performance, Statement of Financial Position, Statement of Cash Flows, Statement of Accounting Policies and Notes to the Performance Report in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)), and the audit of the Entity Information and Statement of Service Performance in accordance with New Zealand Auditing Standard 1 (Revised) 'The Audit of Service Performance Information' (NZ AS1 (Revised)). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Performance Report section of our report.

We are independent of The New Zealand Institute of Medical Laboratory Science (Inc) in accordance with Professional and Ethical Standard 1 'International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, The New Zealand Institute of Medical Laboratory Science (Inc).

Council's Responsibility for the Performance Report

The Council are responsible on behalf of the entity for:

- (a) the selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods that present service performance information that is appropriate and meaningful in accordance with the Tier 3 (NFP) Standard;
- (b) the preparation and fair presentation of the Performance Report which comprises:

- the Entity Information;
- the Statement of Service Performance; and
- the Statement of Financial Performance, Statement of Financial Position, Statement of Cash Flows, Statement of Accounting Policies and Notes to the Performance Report in accordance with the Tier 3 (NFP) Standard, and

- (c) for such internal control as the Council determine is necessary to enable the preparation of a Performance Report that is free from material misstatement, whether due to fraud or error.

In preparing the Performance Report, the Council are responsible on behalf of the entity for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Performance Report

Our objectives are to obtain reasonable assurance about whether the performance report is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and ISAE (NZ) 3000 (Revised) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this performance report.

A further description of the auditor's responsibilities for the audit of the financial statements is located at the XRB's website at <https://www.xrb.govt.nz/assurance-standards/auditors-responsibilities/audit-report-18/>

Who We Report to

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

Martin Wakefield Audit Limited

Martin Wakefield Audit Limited
Timaru

5 August 2025