

The Faculty of Intensive Care Medicine



FICM Workforce Strategic Stages

From the formation of the Faculty of the Intensive Care Medicine in October 2010, workforce was considered a core part of its future activities. Faculties and Royal Colleges are uniquely placed to provide both professional oversight and direction to discussions in these areas. With a seat at the Academy, the FICM is also able to contribute as part of medicine as a whole.

After managing its immediate foundation activities and then progressed swiftly to the creation of a workforce function, initially through an Advisory Group.

Stage 1: Creation of the new programme	2012	2013	2014	2015	2016	2017	2018	2019

The FICM managed the birth of the [ICM National Recruitment Programme](#), including working with Regional Advisors and Training Programme Directors to create the first tranche of posts in 2012. By 2017, post numbers had grown by 230%. The huge work of the local RAs and TPDs was supplemented by the FICM with evidence (RA Workforce Data Packs were produced from 2014) and visits to meet with local deaneries. Work is now concentrated on regions which have grown by comparatively smaller numbers than the UK average.

The first doctor certifying under the curriculum and recruitment completed their training in 2016.

Stage 2: Baseline data	2012	2013	2014	2015	2016	2017	2018	2019

The first baseline data was first created in 2012 as part of a suite of activities that led to the creation of the Centre for Workforce Intelligence’s (CfWI) report on their in depth review of the specialty. This has now been regularly added to and improved from 2014 onwards with the annual Medical Workforce Census. Each year the census will be used to gather related workforce information on the specialty with 2018 additionally focussed on wellbeing and with 2019 provisionally focussed on both fatigue and allied professions.

Outputs:

- The FICM engaged closely with the CfWI, throughout their in-depth review of ICM workforce, providing expert advice and data. This led to the production of this [report](#).
- See [Critical Eye workforce articles](#) for workforce updates from previous censuses.
- A summary of the wider information gathered from the census and next steps was produced in the summer of 2017: [Recruitment to Retirement: A Census Update for Fellows and Members](#)

Stage 4: Regional and local data	2012	2013	2014	2015	2016	2017	2018	2019

Beginning with a position paper in 2015, the FICM progressed from national baseline data to more nuanced data produced directly from engagement with Trusts and Health Boards regionally. Phase 1 was undertaken between the Autumn of 2015 and the Autumn of 2017. Phase 2 will begin in November 2018.

Outputs:

- [Phase 1 reports available](#) from: Wales, West Midlands, Scotland, Yorkshire & Humber, North West and East Midlands
- A summary of key themes from the Phase 1 engagements and recommendations for further work was released in April 2018:
[Critical Engagements: Key Finding and Recommendations from the Regional Engagements](#)

Stage 5: National solutions	2012	2013	2014	2015	2016	2017	2018	2019

The [Critical Futures initiative](#) began its life as a first wave survey to members and other stakeholders in the critical care community. The first report was released in the autumn of 2017, and this has now birthed work streams to take forward its recommendations.

Outputs:

- [Critical Futures: A Report on the First Wave Survey](#)
- Click [here](#) for further information on the work streams reviewing (a) the provision of enhanced care and (b) end of life care and escalation of treatment guidance

Stage 6: Public & stakeholder engagement	2012	2013	2014	2015	2016	2017	2018	2019

The wealth of information gathered above has allowed us to take forward national engagement with media and public stakeholders. The FICM has been meeting with the NHS Improvement (Mar 18), the Department of Health and Social Care (May 18), NHS England (May 18), and others to take forward the workforce message.

Outputs:

- The FICM undertook a short research survey on bed capacity in conjunction with media contacts and to both produce the report below and the resulting media coverage:
[Critical Capacity: A Short Research Survey on Critical Care Bed Capacity](#)
- The FICM produced a pamphlet concisely summarises workforce issues in the specialty and cascaded this to multiple stakeholders and politicians:
[Critical Condition: Building a Sustainable Future for the Sickest Patients in the Hospital](#)
- The previous internal RA Data Pack was significantly expanded and improved to become a publically available data bank:
[FICM Workforce Data Bank for Adult Critical Care \(May 2018\)](#)