

## Welcome

### Welcome to the Faculty Workforce Census

It is essential for Intensive Care Medicine (ICM) to have constant up to date information on the specialty's workforce. The Faculty, through its Careers, Recruitment and Workforce (CRW) Committee, is tasked with taking forward conversations with national stakeholders and deaneries to protect growth in the specialty and can only do this with information from you. We need to be able to have reliable and detailed information on the specialty annually to help us develop our strategy for ensuring there is a well-trained and supported clinical workforce that can provide a high quality service to our patients wherever and whenever it is required.

This year we are focusing on the consultant workforce. Those sections of the ICM workforce omitted in this census will be the focus of future censuses. The request to complete the census has been sent to all known Clinical Leads and Clinical Directors in order to provide us with information concerning your units' working practices and the dynamics of your team.

The Faculty are also interested in differential attainment for senior roles and would be grateful if you could answer some or all of the Equality, Diversity and Inclusion questions included in the final section of the survey.

If you are no longer the Clinical Lead/Clinical Director for your unit or have been sent this email in error please do let us know by emailing: [contact@ficm.ac.uk](mailto:contact@ficm.ac.uk) and advise us of the current Clinical Lead so that we can update our contact list and provide them with login details. We know some units have several Clinical Leads and this email will have been sent to all of them. However, we only need one response per unit so please liaise with your colleagues regarding who will be responsible for submitting the data.

### Key facts about the 2022 Census

- The survey is aimed at Clinical Directors/Clinical Leads.
- The core part of the census should take less than 10 minutes to complete.
- As the Clinical Lead/Director you may find it helpful to review the question set on the FICM website prior to completion so you are fully prepared.
- If you are the Clinical Lead for more than one unit please submit your answers separately. You will be asked whether you are responding for more than one unit at the end of the questions for your first and subsequent submissions and will be able to enter additional data then (for up to 4 units).

## Unit details

\* 1. Please select the region/nation your unit is based in from the following list:

  

2. Please select your Trust/Health Board from the following list:

  

\* 3. Please select your hospital from the dropdown list below:

  

\* 4. Please tell us the name of your ICU

\* 5. What is your funded bed base?

\*The answer should be a whole number and not text

## Workforce

\* 6. How many consultants are present on the unit:

	during week days	during weekend days	on call (resident)	on call (non-resident)
Please select the number:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Other (please specify)

\* 7. What is the on-call frequency? (Please answer in terms of 1:n)

\* 8. How many gaps are on the consultant rota?

9. Do you have an age that consultants can choose to come off the on-call rota?

\* 10. If advertising for a new post would CCT/CESR in Intensive Care Medicine be essential or desirable?

Essential

Desirable

\* 11. How many consultants only do ICM on your rota?

12. What is the (a) minimum and (b) maximum ICU Programmed Activity (PA) allocation (also known as Direct Clinical Commitment (DCC)) of consultants on the rota?

\*Answers should be to the nearest 0.5PA

ICU PA allocation

(a) Minimum

(b) Maximum

Other (please specify)

13. Has the number of Consultants planned onto the rota (including vacancies) changed since December 2019?

Increased  Decreased  Static

14. What number of consultants have clinical commitments outside of ICU?

  

15. Please enter the number of consultants with clinical commitments within their job plan for the following specialties:

	Number of Consultants
Anaesthesia	<input type="text"/>
Acute Internal Medicine	<input type="text"/>
Emergency Medicine	<input type="text"/>
Renal Medicine	<input type="text"/>
Respiratory Medicine	<input type="text"/>
Surgery	<input type="text"/>
PHEM	<input type="text"/>
Transfer Medicine	<input type="text"/>
Other	<input type="text"/>

If 'Other', please specify

\* 16. How many PAs (to the nearest 0.5PA) does your Clinical Lead post attract?

  

\* 17. Does your Clinical Lead post attract a management supplement?

Yes  No

18. (OPTIONAL) Would you be willing to tell us how much (in £s) the management supplement requires?

Please enter in the amount as a whole number (without commas or the £ sign) below.

\* 19. Please can you enter the number of Consultants that work the following PAs in total within their job plan: *\*we would like to know the total number of ICM DCCs + ICM SPAs + ICM management sessions*

Number of Consultants	
< 2 PAs	<input type="text"/>
2 - 3.9 PAs	<input type="text"/>
4 - 5.9 PAs	<input type="text"/>
6 - 7.9 PAs	<input type="text"/>
8 - 9.9 PAs	<input type="text"/>
10 - 11.9 PAs	<input type="text"/>
> 12 PAs	<input type="text"/>

## Wellbeing

20. Do you think your Trust's/Health Board's commitment to staff wellbeing is sufficient?

- Yes  No

21. Do you think the recently published Critical Staffing: A best practice framework for wellbeing and sustainable working in Critical Care is helpful in addressing wellbeing issues?

- Yes  No
- Have not read it - but plan to do so
- Have not read it -unaware of existence
- Have not read it - did not feel it would be useful

22. What single intervention would you like to see performed within your unit to improve wellbeing? What is the major barrier to delivering this?

23. How many locally employed doctors (LEDs) are employed on your unit, either as daytime critical care or out of hours cover (excluding those registered on an approved MTI Scheme)?

\* The answer will be a whole number for each category. **NB: Locally employed doctors = non consultant grade doctors locally employed outside of a training programme.**

	Number
UK graduates	<input type="text"/>
International medical graduates (including EU)	<input type="text"/>
Vacant posts	<input type="text"/>

24. What equivalent grade are these individuals working at?

\*The answer will be a whole number for each category

	Number
Post foundation doctor equivalent (F3 posts)	<input type="text"/>
Core trainee equivalent	<input type="text"/>
ST3 and above equivalent	<input type="text"/>

### Submitting data for more than one unit

\* 25. Are you the Clinical Lead for another unit?

Yes  No

**NB: If you answer 'YES' to this question you will be directed to complete Qs 1-24 again for your other units. You can enter data for up to 4 units you are CD/CL for. If you answer 'NO' you will move on to the EDI questions**

### EDI data

26. The Faculty are interested in investigating whether differential attainment affects doctors appointed to senior medical roles. Would you be prepared to answer a few additional questions regarding equality, diversity and inclusion to help us report on this?

Yes  
 No

**NB: If you answer 'YES' to this question you will be directed to complete the EDI questions. If you answer 'NO' you will skip the EDI questions and be directed to the end of the survey to submit your data.**

### Equality, Diversity and Inclusion Questions

Many thanks for agreeing to provide us with this information to help us investigate differential attainment. We are committed to equal opportunities and promoting diversity. The information you provide will be treated in the strictest confidence under the General Data Protection Regulation (EU) 2016/679 (the 'GDPR'). We would be grateful if you could answer some or all of the following questions:

\* 27. Please tell us your age:

Under 18  45-54  
 18-24  55-64  
 25-34  65+  
 35-44  Prefer not to say

\* 28. Your ethnicity (The ethnic groups are based on the Census 2021 categories)

- |  |   |   |
|--|---|---|
| <input type="radio"/> Asian or Asian British - Bangladeshi | <input type="radio"/> Mixed - White & Black Caribbean | <input type="radio"/> White - Welsh                               |
| <input type="radio"/> Asian or Asian British - Chinese     | <input type="radio"/> Mixed - White & Asian           | <input type="radio"/> White - Gypsy                               |
| <input type="radio"/> Asian or Asian British - Indian      | <input type="radio"/> Mixed - Other                   | <input type="radio"/> White - Irish Traveller                     |
| <input type="radio"/> Asian or Asian British - Pakistani   | <input type="radio"/> White - British                 | <input type="radio"/> White - Roma                                |
| <input type="radio"/> Black or Black British - African     | <input type="radio"/> White - Irish                   | <input type="radio"/> White - Other                               |
| <input type="radio"/> Black or Black British - Caribbean   | <input type="radio"/> White - Scottish                | <input type="radio"/> Other Ethnic group - Arab                   |
| <input type="radio"/> Black or Black British - Other       | <input type="radio"/> White - English                 | <input type="radio"/> Other Ethnic group - Any other ethnic group |
| <input type="radio"/> Mixed - White & Black African        | <input type="radio"/> White - Northern Irish          | <input type="radio"/> Prefer not to disclose my ethnic group      |
- It is recognised that these ethnic groups do not represent how all people identify. People are encouraged to write in their ethnicity using their own words if they don't identify with any groups in the list

\* 29. Which best describes your gender

- |                                  |   |
|----------------------------------|---|
| <input type="radio"/> Male       | <input type="radio"/> Prefer to self-describe |
| <input type="radio"/> Female     | <input type="radio"/> Prefer not to say       |
| <input type="radio"/> Non-binary |   |

If you prefer to self-describe, please elaborate.

\* 30. Do you identify as Trans?

- Yes    No    Prefer not to say

31. Your religion or belief (please select the group you most identify with)

- |                                 |   |
|---------------------------------|---|
| <input type="radio"/> Buddhist  | <input type="radio"/> Muslim                |
| <input type="radio"/> Christian | <input type="radio"/> Sikh                  |
| <input type="radio"/> Hindu     | <input type="radio"/> No religion or belief |
| <input type="radio"/> Jewish    | <input type="radio"/> Prefer not to say     |

Any other religion or belief (please specify)

\* 32. Your sexual orientation

- Bisexual    Gay man    Gay woman    Heterosexual    Other    Prefer not to say    Prefer to self describe

If you have selected 'other' or 'prefer to self-describe' please elaborate, for example Aromantic.

33. Do you consider yourself to have a disability according to the terms given in the [Equality Act 2010](#)? The Equality Act 2010 protects people with disabilities. The Equality Act 2010 defines a person as disabled if they have a physical or mental impairment, which has a substantial and long term (i.e. has lasted or is expected to last at least 12 months) and adverse effect on the person's ability to carry out normal day to day activities.

Yes  No  Prefer not to say

34. Do you have carer responsibilities?

Yes  No  Prefer not to say

35. Is English your first language?

Yes  No  Prefer not to say

## Clinical Leads' Census 2022 - Privacy Notice

**Introduction:** The Royal College of Anaesthetists (RCoA) is the Data Controller for your information. The survey has been initiated by the Faculty of Intensive Care Medicine. [Information about the Clinicians' Census can be found here](#). This privacy notice is specific to the FICM 2022 Clinicians Census and explains how we use your personal information in relation to the survey and your rights regarding that information.

**What personal information do we collect and what do we do with this information?** If you choose to answer the Equality, Diversity and Inclusion section within the survey these responses will be analysed, anonymised and reported on in FICM publications. All information gathered from the survey will be anonymised and will not be traceable to you.

The FICM uses data collected from the census to carry out comparisons with the relevant specialist societies to verify that the numbers of consultants in each speciality we record are correct. All data published from the census are anonymised and aggregated.

**What is the legal basis for collecting the data?** Consent

**Will the data be shared?** The information will stay within the FICM Project Team and will not be shared with anyone else.

**How long will we process your data for?** When the project is completed (over a period of 12 months) we will destroy your personal information.

**How do we protect your data?** RCoA takes the security of your personal information seriously. In order to prevent unauthorised access or disclosure and unlawful or unauthorised processing and accidental loss, destruction or damage, we have put in place suitable physical, electronic and managerial procedures to safeguard and secure the information we collect online.

**What are your rights?** Right of access, Right to data portability, Rights in relation to inaccurate personal or incomplete data, Right to object to or restrict our data processing, Right to erasure, Right to withdrawal of consent. Where our processing of your personal information is based on your consent, you have the right to withdraw your consent at any time.

If you wish to exercise any of your rights please contact the RCoA Data Protection Officer: [dpo@rcoa.ac.uk](mailto:dpo@rcoa.ac.uk) in the first instance.

**Who can I contact about this Notice?** Questions, comments and the exercise of your rights regarding this Privacy Notice and your personal information are welcomed. The RCoA has a Data Protection Officer – Ian Drayton who can help you with any queries about the information in this Privacy Notice. Ian can be contacted using the following details:

Email address: [dpo@rcoa.ac.uk](mailto:dpo@rcoa.ac.uk)

Telephone number: 020 7092 1501

Address: Churchill House, 35 Red Lion Square, London WC1R 4SG

If you wish to make a complaint on how we have handled your personal information, you can contact our Data Protection Officer. If you are not satisfied with our response or believe we are processing your personal information in a way that is not in accordance with the law, you have the right to lodge a complaint with the supervisory authority in the UK responsible for the implementation and enforcement data protection law: the Information Commissioner's Office (the "ICO"). You can [contact the ICO via their website](#) or by calling their helpline: 0303 123 1113.

### Further information

- [FICM Privacy Notice & FICM Data Protection Policy](#)

## End of survey, thank you

Thank you for taking part in the FICM 2021 Census, we really appreciate you taking the time out of your busy schedules to do this. **Please click the 'Done' button below to ensure your data is submitted to the Faculty.**

END OF SURVEY