

Your independent College of Intensive Care Medicine

Briefing pack

September 2025

What will CICM mean for members?

- We want the College to be the **home for all your professional needs** throughout your career
- We want to engage with you as we **prioritise our resources and invest** in what matters most to you
- We are navigating a complex journey to create a College that can **speak for the specialty** with the same strength of voice as peer Colleges

Our roadmap to independence

FICM has made progress since it first announced intentions in 2022 to form an independent College of Intensive Care Medicine. Independence on 1 July 2026 will be an important step but there are more to take before we are fully independent.

Phase 1: 2025/26 Prepare

Set up new **Charitable Company** – RCoA as sole constitutional member

New governance structure, underpinned by updated regulations

Assets & services - due diligence to support a transitional services agreement

Delegation of authority to support **financial and operational delivery**

Phase 2: 2026/27+ Establish

Part of RCoA but led by a CICM BoT, Council and Executive

Member and stakeholder engagement channelled through **CICM Council**

Assets & services - RCoA delivery, due diligence refreshed for phase three

Financial sustainability strengthened, based on new membership models

Phase 3: 2027/28+ Grow

Depart from RCoA by admitting CICM membership as **constitutional members**

Explore options for future location, in line with finances and **member engagement**

Assets & services - independently delivered or under contract with RCoA

Privy Council application to gain Royal Charter, driven by **financial stability**

What's happening right now?

Due diligence under way, a risk management and fact-finding process

- Examining intellectual property, data and records, finance, employment, ways of working.

Registration with Companies House

- Paperwork submitted to establish CICM as a legal entity. Awaiting Certificate of Incorporation.

Application to the Charity Commission

- Including a statement of CICM's charitable purposes which must be for public benefit.

Regional and devolved nation focus

- Strengthening our approach. Progressing registration in Wales (Charity Commission), Scotland (OSCR) & N Ireland.

Lay Trustees

- Recruitment has started for professional input on the Board of Trustees for Finance, Communications and Governance.

Update since Spring 2025

Themes are arising from presentations to regional and member-specific groups.

Members want:

A College to
represent ICM as a
peer among other
Colleges

A College that
recognises the
diversity of the
specialty

Reassurance about
continuity of
exams and
curriculum

Clarity about
future fee
structures and
benefits

Strengthened
devolved nation
and regional
involvement

As well as the updates in this pack, we are keeping our FAQ section updated on the website.

<https://www.ficm.ac.uk/aboutus/becomingthecollegeofintensivecaremedicine/becoming-a-college-faqs>

Embedding clinical leadership

The FICM Board has established three task-and-finish groups, led by clinician Board members, to inform future Board decisions as we consider the design of the new College. This clinical leadership means we can keep member views at the forefront as we decide:

Governance

- Future Council structure and roles and responsibilities with the Trustee Board and Executive

Engagement

- Our Vision, Mission, Values and member benefit priorities, including CPD and career support

Membership

- Categories, concessions and our approach to fees across parent and direct subscribers

Best action relies on more talking

We want CICM to work for you, helping your career bloom to provide the best care for patients and their families

Members ask what CICM will do for them.

We turn this question back to you – let's co-design and prioritise benefits that will make the biggest impact for your career.

Join our CICM Connection online member meeting on 7 October 2025, as we ask:

- What CPD can CICM provide, and at what stages of your career?
- How do we prioritise member benefits within our resources?
- Is there anything we need to do more/less of to serve your development?
- Are we advocating in the right places?

Help us understand what's important, so that we can prioritise member benefits as we grow our resources and set fees wisely.

Where we would like your views

Help determine the content of member benefits, such as CPD

Keep talking to us about what matters to your career and how CICM can help

How will we all know when CICM is serving members well?

New HQ for CICM alongside RCoA

Our move to Jubilee House, 20 Queen Elizabeth Street SE1 2LS imminent, as we co-locate with the RCoA



Members ask why we are moving with the RCoA to a London premises. Reasons include:

1. Maintaining existing processes to mitigate risks to exams, education and regulatory responsibilities
2. We do not have the funds to buy our own building and equip it to the level we need
3. A survey and geospatial analysis shows this location will be accessible by the majority of members

Moving with the RCoA means we will have continuity of key functions as we become established and allow us to build our financial capability as a College.

Celebrating 15 years of FICM

- FICM was established as a Faculty of the RCoA and its parent colleges in 2010. Since then, we have evolved from a membership that was predominantly anaesthetists to one that is more diverse with multi-disciplinary representation that reflects a range of career paths.
- We have grown considerably and are now about to welcome our 5,000th member.
- As we look to becoming CICM as the next stage in our development, we ask:

What, for you, stands out as a milestone or trend in intensive care medicine in the last 15 years?

- It's easy to 'just' look ahead, but we also want to celebrate how far the specialty has come, the changes in ICM delivery and the impact that our members have made as part of the journey.

Feedback