

FICM Census 2022



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In 2022, the Careers, Recruitment and Workforce Committee surveyed the clinical leads within Intensive Care across the United Kingdom to ascertain current working patterns and to assist with workforce planning. We received a total of 151 responses from clinical leads.

Geographical variation

Table 1 demonstrates the geographical variation of responses. A total of 147 units provided data on call frequencies. This ranged between 1 in 4 to 1 in 21. Figure 1 demonstrates the relative frequency of the on-call frequency. A total of 149 units provided data on consultant rota gaps with 88 units (59%) reporting gaps.

Figure 2 demonstrates the frequency at which the number of gaps occurs (range is 0 to 8). 145 units responded regarding whether there is a fixed age to be allowed off the on-call rota. 119 (82%) did not have a fixed age. The range for the remaining units was 50 to 65 years as demonstrated in Table 2.

Wellbeing

In terms of wellbeing commitment 76 out of 146 respondents (53%) felt the trust commitment to wellbeing is sufficient. The table below demonstrates whether *Critical Staffing: A best practice framework* has been read and useful.

Working patterns

This census demonstrates a significant variation in working patterns across the UK in terms of both frequency of ICU commitment and practice to help manage the older consultant in the workplace. Less than 20% of ICU's allow for on-call commitments to be dropped once a set age is reached. More than half of the respondents did not feel the commitment by their trust to wellbeing was sufficient.

The challenges in delivering consultant rotas remains visible with the majority of units demonstrating gaps in consultant staffing. Although most respondents have not read the framework – of the 40 that did 33 (83%) felt it was helpful. We would urge those who have not yet read the *Critical Staffing* series to do so: <https://www.ficm.ac.uk/careersworkforceworkforce/critical-staffing>.

Further census analysis will be available in future editions of *Critical Eye*.

Table 1. Geographical location of ICUs

Please select the region/nation your unit is based in:	Freq.	Percent
North West England (including Mersey)	20	13.25
Scotland	15	9.93
Kent, Surrey, Sussex (KSS)	13	8.61
East of England	10	6.62
London (North East and Central)	10	6.62
West Midlands	10	6.62
London (South)	9	5.96
North East England and North Cumbria	9	5.96
South West Peninsula	8	5.3
Thames Valley	8	5.3
Yorkshire & the Humber	8	5.3
East Midlands	7	4.64
London (North West)	6	3.97
Severn	6	3.97
Wessex	5	3.31
Wales	4	2.65
Northern Ireland	2	1.32
Isle of Man / Channel Islands	1	0.66

Figure 1. On call frequency

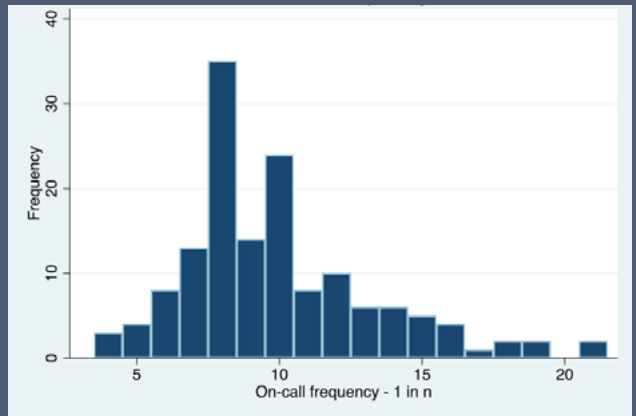


Figure 2. Consultant rota gaps

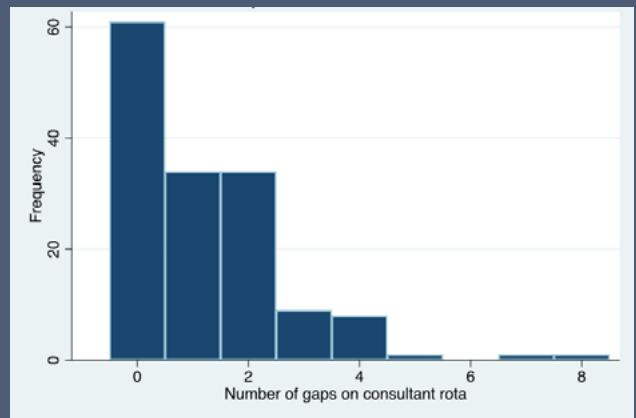


Table 2. Age at which consultants can come off on-call rota.

Do you have an age that consultants can choose to come off the on-call rota?	Freq.	Percent
No set age has been determined	119	82
50 - 55	13	9
56 - 60	12	8
60 - 65	1	1

Table 3. Critical Staffing – read status

Do you think the recently published Critical Staffing: A best practice framework is useful?	Freq.	Percent
Have not read it - but plan to do so	65	51
Have not read it - did not feel it would be useful	3	2
Have not read it - unaware of existence	19	15
No	7	6
Yes	33	26