



TRAINEE EYE

9th Edition | April 2018

The Faculty of
Intensive Care Medicine

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NEWS & EVENTS

Please visit the News and Events section of the website for the latest news items at:

www.ficm.ac.uk/news-events-education

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MEET THE REPS



Dr Richard Gould
Lead Trainee Representative

I'm Richard, a dual ICM/Anaesthesia trainee in Yorkshire. I'm now the Lead FICM Trainee Representative, taking over from Jamie Plumb at the start of this year. I live in Bradford with my wife and young family, and am currently working in Hull Royal Infirmary, completing my Stage 3 training. I feel I'm a strong advocate for trainees and have experience bringing about change whilst working on my local STC. I hope I'll be able to use this passion in a national role. Working with FICM for the last year, I've seen that the Faculty do understand our concerns, and are keen to find solutions to the problems that affect us all – burnout, fatigue and assessment overload to name just three! I'd be very keen to hear about any local problems (or solutions!) that you feel need to be discussed nationally, so please email me – richardgould@nhs.net - with anything that you think I can be of help with.



Dr Andrew Ratcliffe
Deputy Trainee Representative

I am currently based in West Yorkshire as a stage 2 dual ICM/Anaesthetic trainee. After completing my undergraduate training at the University of Leeds I have, to the most part, remained within the Yorkshire region. I took time out of training between CT2 and ST3 to work with the South Australian retrieval service. I am passionate about the future of our specialty and improving the quality of training. One of my responsibilities this year lies within the Careers, Recruitment and Workforce Committee of FICM. As well as promoting our specialty to junior colleagues and supporting them through their careers in ICM, a great deal of work is being undertaken to improve the welfare of ICM trainees with regards to burnout and work life balance. During my tenure I also hope to explore new ways of providing greater access to training opportunities; with the aim of enabling trainees whose work and other commitments limit long distance travel to still benefit from the wealth of knowledge that is being made available to us through national courses and teaching programmes. I look forward to working closely with Richard over the coming year and representing your views to the Faculty. With this in mind please do not hesitate to contact me about any issues you wish to highlight and be addressed by the Board.



Dr Sarah Ng
e-Portfolio Trainee Representative

My name is Sarah Ng and I am an ST4 dual trainee in ICM and Renal Medicine in the North West deanery. I'm keen to hear about any problems or suggestions regarding how we can make the e-Portfolio and our training experience better, so please do not hesitate to get in touch with anything that I can help with.

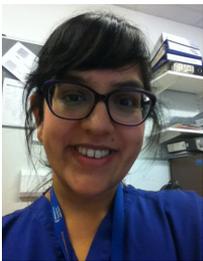
MEET THE REPS



Dr Alexander Coombs

e-Portfolio Trainee Representative

Hello, I am Alex a dual accrediting ST4 in Anaesthesia and ICM in Derriford Hospital, Plymouth. I wanted to be a trainee representative for the e-Portfolio because I have toiled with various different portfolios to make sure the appropriate information is in place and easy for my assessors to find, but have all too often found it confusing and not intuitive to the needs of all involved. When clinical life is stressful enough, and just when trainees feel burdened by the weight of assessments, the e-Portfolio aimed at making life easier often adds to the strain of training and assessment. I want to be involved in changing that. To me there is no reason why the e-Portfolio should not meet the needs of both the trainees and the trainers, making it assessable for all and not just the computer savvy. I want to make it straight forward to navigate, provide clarity and avoid time consuming repetition. I initially trained in Emergency Medicine in Yorkshire, and I have also spent time in New Zealand working in General Medicine. Outside of work I enjoy kitesurfing, Triathlon and walking my dog.



Dr Nishita Desai

WICM Trainee Representative

My name is Nish, I am a ST6 pure Intensive Care Medicine Trainee in London, one of the first batch of us! My special interest is echocardiography in the critically ill and I enjoy mentoring an ever-growing list of colleagues to help them gain FICE accreditation. My other passion is Medical Education. I am involved in organising some fascinating meetings as a trainee representative for the Critical Care Section of the Royal Society of Medicine. I'm also a director for the 'Practical Introduction to Intensive Care' course at UCLH. As part of an ever-growing body of female physicians in Intensive Care, I'm excited to be a subcommittee member of WICM (Women In Intensive Care Medicine). I'm proud to be part of a specialty that acknowledges the contribution of women to medicine and acknowledges the need to address issues that prevent it being a sustainable career path.



Dr Helen Cole

WICM Trainee Representative

I'm Helen and I'm a dual Acute Medicine and ICM trainee in the Severn deanery. I've still got a way to go in training and have just started maternity leave, so my CCT date has seemingly disappeared over the horizon! As part of the WICM group, I'm hoping to help raise the profile of issues that disproportionately affect female trainees such as LTFT training, and juggling being a carer at home with work, training and exams. The WICM project is still in its infancy but has a crack team of enthusiastic people behind it. If you're interested in getting involved, please don't hesitate to get in touch.

Contact our reps at: CONTACT@FICM.AC.UK

WOMEN IN INTENSIVE CARE MEDICINE (WICM)



Dr Nish Desai

London ICM Trainee & WICM Trainee Representative

Dr Rosie Baruah

Consultant in Critical Care and Anaesthesia & WICM Chair

WICM is a subcommittee of the FICM Careers, Recruitment and Workforce committee. We are a group of intensive care doctors working together as a virtual group to promote intensive care as a career choice. At present only 20% of intensive care medicine consultants in the UK are women and that drops even further when you get to senior leadership roles. We aim to address why fewer women than men pursue a career in intensive care, and provide opportunities for networking and mentoring for female intensivists.

OUR AIMS

1. Educate to recruit: raise the profile of Intensive Care Medicine (ICM) at undergraduate and postgraduate level and promote joining the team that is critical to every hospital.
2. Support to retain: be an advocate for female doctors in training and in consultant posts, and promote work life balance.
3. Explore to remove barriers: identify and address reasons for gender inequality. Critical care has no walls and should have no glass ceilings.
4. Network to create a community: Be part of something critical in the development of ICM in the UK.

PROJECTS

- A day meeting early 2019 at the RCoA involving a morning of talks from inspirational women in ICM and an afternoon of mentoring workshops. This will create a cohort of up to 30 WICM mentors who will go on to mentor other women in intensive care.
- Virtual online networking to improve communication between female intensivists in the UK. We now have a Facebook group (details are below)
- WICM podcasts

ICM TRAINEES

There are three ICM trainee representatives on the WICM subcommittee: Dr Helen Cole (South West region trainee), Dr Nia Williams (Wales trainee) and Dr Nish Desai (London Trainee). We'd like to hear your ideas about what else we could be doing and how we can support female trainee intensivists.

HOW TO GET INVOLVED

We are looking to expand our extended virtual group supporting the main WICM committee. We are also interested in hearing from anyone who would be interested in producing a podcast for the WICM group. We would love to hear from you!

GET IN TOUCH!

- Visit our WICM page on the FICM website: www.ficm.ac.uk/career-icm/wicm-women-intensive-care-medicine
- Join the Facebook group: search for Women in Intensive Care Medicine @WomeninICM
- Email us at: contact@ficm.ac.uk
- Tag us on Twitter: #WomenICM

CURRICULUM CHANGES & SCAR UPDATES

The Faculty continue to work hard to rewrite the curriculum. The GMC released guidance called 'Standards for Curricula and Assessment' which will form the basis for all medicine curricula. There is lots of information on the GMC website in relation to this, but a phrase that will please all trainees is that this review should allow 'the GMC to move curriculum designers beyond an emphasis on discrete, behaviourally-orientated objectives and outcomes'. In other words, a reduction in the burden of assessment and an end to the chasing of 'tick box' competencies that do not really reflect our ability to do the job.

Thanks to all who completed the survey on the curriculum sent out before Christmas. The comments received were vast and wide-ranging (and sometimes diametrically opposed!), and will take the curriculum review committee a while to look through.

Planning how the new curriculum will look will not be a quick process. The committee has meetings with the GMC and other medical colleges over the next few months. These should help with guiding us on how to get a new curriculum through the GMC approval process. If all goes well, then it is possible that a draft of the new curriculum could be completed by the end of the year.

COMPETENCY SIGN-OFF GUIDANCE

The Faculty have created a guidance document to try to bring in some standardisation as to what is acceptable regarding ICM competency sign off. Please see link below.

www.ficm.ac.uk/news-events-education/news/competency-sign-guidance

Please share this document with other trainees and those involved in training. The first key message is that a single assessment can be linked to multiple competencies - which reflects the complex nature of the patients we see. Examples are given in the document, and show how one case could fulfil as many as 20 curriculum items! The second (equally as important!) point is that there are many methods to demonstrate that you have fulfilled a curriculum competency. This is especially important for those areas of the curriculum that do not form 'day to day' practice. The guide document will list many alternative methods to WPBA (i.e. e-ICM, courses, reflective entries) and suggest 'hard to achieve' competencies where these could be used. It might be worth printing a copy of this document and keeping it in the offices of your ICU?

CELEBRATING SUCCESS WITHIN ICM

The Faculty of Intensive Care Medicine has now been established for eight years. Although still a relatively new speciality, our trainees and trainers are having a hugely positive impact on patient care around the country. We all hear about those colleagues who 'go the extra mile'; whether it be developing regional teaching programmes, implementing new QIPs to improve patient care, enabling undergraduates or junior colleagues to gain additional ICU experience, we want to hear about it! If you know of a colleague (trainee or trainer) who you feel is going above and beyond, or even if you have attended a particularly good course/lecture/tutorial, let the Faculty know. We want to highlight these successes and celebrate the enormous efforts and work that many of us undertake for little or no recognition. Let's start celebrating our success!

TRAINEE SURVEY

Thank you to all of you that completed the FICM Trainee survey in 2017. We had a fantastic response rate and the information provided is really important for Training and Quality going forward. The faculty really does take trainee feedback seriously! On the website, you'll find the latest Quality Management on Training Report, which discusses both the Trainee and GMC surveys from 2017.

The Faculty lead the way amongst medical colleges with attempting to assess the quality of training delivered. The Faculty release a report at the start of each calendar year reflecting on training in the previous year. This report includes comments from the trainee and GMC surveys, regional advisor reports and a look at examination and recruitment data. It is the simplest way to get an 'overview' of the various ways that the Faculty receives input about the training programme, and is well worth a read - www.ficm.ac.uk/sites/default/files/quality_report_2017.pdf

The response rate for 2017 was greater than previous years – so thanks to all that took part. Although 65% is better than previous, we would encourage you all to respond next time. Without the information, the faculty can't focus on the areas that matter to us.

You'll see that teaching still scores poorly in the surveys. We know that different regions have different programmes, and there is some excellent teaching being delivered around the country. Some of you might feel this survey score doesn't fit with the teaching you get – in which case we want to hear about it! We want to celebrate local trainers, novel ideas and teaching programmes, and perhaps even use them as models to improve teaching across the country!

This year we will launch the FICM Trainee Survey slightly earlier – expect to see the link to appear in your inbox in May 2018.

ICM e-PORTFOLIO

Tickets should be sent under the Assessment menu on the ePortfolio and not from the curriculum pages. The curriculum pages work slightly differently. They are purely there as a prompt for you to use to contact your Educational Supervisor to say a competency is now adequately evidenced and ready to be signed off.

If your Educational supervisor needs access to the ICM e-portfolio they can e-mail us at contact@ficm.ac.uk. We will then assign them the role of ICM Educational Supervisor. You will then be able to link your ES to your admin post.

Although the Faculty has editing-admin control over information added to the portfolio, we do not have any control over the back-end software that runs the system; this is entirely controlled by NES. If you contact the NES helpdesk please be aware that they refer *all* queries to the colleges/faculties as a matter of routine, even if the issue is a back-end one. Faculty staff will do our best to help you with any problems you are experiencing, but please be aware that if the issue is software related we will be unable to fix them and will have to raise a central helpdesk problem with the NES programmers to resolve the issue.

e-ICM

e-ICM is a joint venture between e-Learning for Healthcare (e-LfH) and FICM. The programme provides modules of resources covering the FICM syllabus including e-learning sessions, links to open access review articles and guidelines. Whilst the resources will be particularly useful for trainees undertaking Stage 1, they will also be of interest and use to anyone caring for the critically ill or preparing for the FFICM examination.

Keep checking the website for updates on module content and release dates: www.ficm.ac.uk/news-events-education/e-icm

REFLECTIVE PRACTICE

The Dr Bawa-Garba case has caused considerable fall out and introspection across all those involved in healthcare. FICM is a participant in the Academy of Medical Royal Colleges (AoMRC) and the trainee representatives attend the Academy Trainee Doctors Group (ATDG).

This case was discussed at length at the last meeting. There are still a lot of details about the court case that are not yet known, and that information may come out over subsequent months. One point that it is important to clarify is that entries in the e-portfolio were not used during any legal proceedings.

Reflective practice has been a big area of discussion following this case, and we are all expecting detailed guidance from the GMC, BMA and others. This guidance will be a while in the making.

In the interim, AoMRC and the Post-Graduate Deans have produced some advice, in the form of a document available from their website. This hopefully clarifies the current position on reflective practice, and gives an idea where future guidance might go.

Key points include:

- Reflection is a GMC requirement, but there are no GMC 'rules' on how it is undertaken or how much is recorded.
- Reflections should be anonymised.
- Reflections would not be required to be disclosed to the GMC in the event of a tribunal.
- A court of law could ask for disclosure. (As discussed at the ATDG - this has never happened and has previously been considered inappropriate during legal cases).

The full guidance can be found here:

www.aomrc.org.uk/statements/interim-guidance-on-reflective-practice/

We would encourage you all to read this document, and to follow the news feeds of FICM and AoMRC for further updates as they occur.

FFICM EXAM INFORMATION

The next FFICM MCQ will take place at the RCoA on **Tuesday 10th July 2018**. The application window for this sitting opens on the 9th April 2018 and closes on the 31st May 2018

Details about the FFICM examination, including the regulations and fees can be found here:

www.ficm.ac.uk/training-examinations/examinations

The Faculty has decided that it will, on a case-by-case basis, listen to requests from trainees who wish to sit the MCQ component of the FFICM in the very late phase of their Stage 1 training. This is on the proviso that the MCQ sitting in question falls in the last few weeks of the trainee's Stage 1 training and that the trainee's Regional Advisor confirms that the trainee is on course to complete all of their required Stage 1 competencies.

REGIONAL ADVISORS

The ICM Regional Advisors are instrumental to the delivery of your ICM training, liaising with your TPDs and negotiating with other specialties on your behalf to ensure that you obtain the training that you require to get your CCT. As you have registered with the Faculty, and you needed to liaise with your Regional Advisor, to do this you will most likely know who they are already, however if you don't, these are all listed here: www.ficm.ac.uk/ras-fts/ras. If you do not already have their contact details then please do let the Faculty know and we can provide them – it's always good to have these to hand in case you have any urgent enquiries.

FFICM PREP COURSE

The next FFICM examination prep course is scheduled for **Monday 24th September 2018** and **Tuesday 25th September 2018** once again in Leeds at the studio. This is a new venue which is close to the station. Bookings will open shortly. For further information please keep an eye on Twitter and the FICM website:

www.ficm.ac.uk/ficm-events/fficm-prep-course

TRAINING

Please be advised that once you have finished a training stage you will need to inform your ICM Regional Advisor or Training Programme Director. They will then go into your e-portfolio and complete the relevant Training stage certificate. The RA and TPD will inform the Faculty whereby we will then open up your next training stage on your e-portfolio.

FICM ANNUAL MEETING

The 2018 FICM Annual Meeting will be held on **Thursday 24th May** at the RCoA in London. The event is themed around work/life balance, health and wellbeing and how to sustain a lifelong career in ICM. We have some exciting speakers lined up! Registration costs £90 for trainees and you can find a full programme on the next page.

Book online at:

www.ficm.ac.uk/ficm-events/ficm-annual-meeting

MIND THE GAP

2018 FICM ANNUAL MEETING

Thursday 24th May 2018
Royal College of Anaesthetists, London
£180 (£90 for trainees & nurses)

9:15am REGISTRATION

9:45am WELCOME

Dr Carl Waldmann: Faculty Dean

Session 1 CHAIR: Dr Daniele Bryden

10:00am RIVER DEEP

Exploring the issues around cave rescue; an insight into how a hobby can become something more

Dr Brendan Sloan: Consultant in ICM & Medical Officer British Cave Rescue Council

10:30am ROCK BOTTOM

Recognising and managing wellbeing in health professionals

Dr Clare Gerada: Medical Director, Practitioner Health Programme

11:00am PIGS MIGHT FLY

A personal view of career choice and maintaining work-life balance

Dr Wendy Aubrey: Consultant in ICM & Membership Secretary the Bowmen of Pendle & Samlesbury

11:30am REFRESHMENTS

Session 2 CHAIR: Dr Jonathan Goodall

11:45am IN THE LINE OF DUTY

Lessons learnt from the Ebola outbreak

Col James Czarnik: US Medical Liaison to the British Army

12:15pm NEW MODEL ARMY

Resilience training on a personal, team and organisational level

Professor Derek Mowbray: Management Advisory Service, Wellbeing & Performance Group

12:45pm FACULTY UPDATE

1:15pm LUNCH

Session 3 CHAIR: Dr Alison Pittard

2:15pm WHEN THE GOING GETS TOUGH

The house believes it is possible to work in full-time ICM until retirement

FOR: Professor Hugh Montgomery: UCL Professor in Intensive Care Medicine

AGAINST: Professor Mervyn Singer: UCL Professor in Intensive Care Medicine

3:00pm MOUNTAIN HIGH

A perspective from Everest on how to maintain a good work-life balance

Professor Mike Grocott: Consultant in ICM & Xtreme Everest Executive Team

3:30pm ON TOP OF THE WORLD

Exploring the stressors experienced by pilots and the approach to managing them

Mr Chris Henkey: Former British Airways Pilot

4:00pm CLOSE



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RECENT FACULTY PUBLICATIONS

Do you want to keep up to date with the latest FICM publications? Below is a list of recently published guidance:

National Guidance for Tracheal Intubation and Airway Management in Critically Ill Patients

The Difficult Airway Society in collaboration with the RCoA, FICM and ICS has published new national guidance on the insertion of life-saving breathing tubes and managing the airway of critically ill patients. The document addresses a, previously unmet, need for patients on the ICU and in the ED. You can find the guidance here:

www.ficm.ac.uk/news-events-education/news/launch-national-guidelines-tracheal-intubation-airway-management

Consensus Statement on the Management of Perceived Devastating Brain Injury After Hospital Admission

The FICM and ICS Joint Standards Committee convened a consensus group to produce practical, pragmatic recommendations to help improve prognostication of patients with perceived DBI. You can find the guidance here:

<https://www.ficm.ac.uk/news-events-education/news/management-perceived-devastating-brain-injury-after-hospital-admission>

IN THE PIPELINE

Guidelines on the management of Acute Respiratory Distress Syndrome (ARDS) This document has now gone to the Joint Standards Committee for final sign off and should be published later in the spring.

Guidelines on the Provision of Intensive Care Services (GPICS) Version 2 The FICM and ICS Joint Standards Committee are in the process of updating GPICS. V2 is due for publication in Autumn 2018 after an extensive consultation over the summer.

CONSULTATIONS

The FICM keep abreast of relevant consultations from various organisations. We have recently commented on:

AAGBI: Safe Provision of anaesthetic services in magnetic resonance units

DoH: Organ Donation

HEE: NHS Workforce Strategy

OAA: Guidelines for Maternal Critical Care

NICE: Decision making and mental capacity

CRITICAL EYE

The latest, new-look, Critical Eye is now available on the FICM website. This issue (and back issues) can be found here: www.ficm.ac.uk/news-events-education/critical-eye



If you would like to contribute to the next issue (due in July 2018) please get in touch at contact@ficm.ac.uk

FATIGUE

The Faculty were pleased to work closely with our colleagues in Anaesthetics at the AAGBI, and the RCoA to finalise a new set of 'Fatigue' educational resources.

www.ficm.ac.uk/news-events-education/news/new-fatigue-resources

COURSE: Practical Introduction to ICM (PIICM)

We are proud to announce the 10 year anniversary of the PIICM course. This is a highly successful, one day basic intensive care course run at the UCLH Medical Education centre.

We would like to take this opportunity to thank all those who have been involved in developing and running the course over the last 10 years. The course continues to have a motivated core faculty of 12 members and a large pool of enthusiastic regular teachers.

A special thanks goes to the Dr David Walker, Consultant in Anaesthetist and ICM and the executive director of the course without whom the success of this course would not have been possible.

Our next course is on **Saturday 21st July 2018**

More information can be found here:

<https://bit.ly/2GxsrTp>

We are looking for enthusiastic Anaesthetic and ICM trainees to join us and teach on the course. If you are interested to teach please email the recruitment lead on nishd@doctors.net.uk

COURSE: Consultant Intensivist in Transition (CIT)

The immense importance of leadership and management training is recognized in core training of intensive care doctors. With ever increasing demands on our services, we need all the skills at our disposal to deliver high quality care.

The Consultant Intensivist Transition (CIT) course was originally developed at North Shore Hospital, Sydney and is aimed at consultants in their first few years or trainees in their last few years. It is a not-for-profit, two-day series of modules structured around clinical intensive care medicine (ICM) cases. They are used to provide a context for relevant organisation and behavioural topics. Some of the important topics we cover include the impact of personality and conflict style differences, roles in a team, leadership styles, negotiation and healthcare politics, clinical governance and quality concepts, change and performance management, and legal and ethical dilemmas.

We have an extremely high quality faculty, with inclusion based on expertise in experiential teaching methods, clinical excellence in the relevant topics, ability to demonstrate working in a team, change implementation, and clinical leadership experience. The small numbers per course and high instructor-to-participant ratio maximises interaction, and aids personal communication with the faculty.

The next course will be held on **6th and 7th June 2018** at St Anne's College, Oxford. To book please contact ukcitcourse@gmail.com

More information on the programme and faculty can be found here:

<https://bit.ly/2up4qJg>

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