

# Annual Recruitment Report 2024



The Faculty of  
**Intensive  
Care Medicine**

# Annual Recruitment Report 2024

This report provides information on recruitment to the ICM specialty training programme. We present information that summarises the data we have on the demographic background of applicants, attrition from the programme and the number of doctors completing training (CCT). We have also included information on doctors who have joined the specialist register via the Portfolio Pathway, providing readers with a broader understanding of the ongoing development of the ICM consultant/specialist workforce.

*This recruitment report presents data on the numbers of doctors entering and completing ICM training, the Faculty will discuss demand in future workforce reports, once other sources of information have been considered in conjunction with recruitment data.*

## Medical Workforce: Intensivists in Training

KEY MESSAGES	
1	The average number of Intensivists in Training (IiTs) completing ICM training in the last five years (2020-2024) is 118 annually
2	As of September 2024, the gender ratio of IiTs was 54% identifying as male and 31% identifying as female, and 15% unknown. In comparison, the 2019 full consultant membership census reported that 24% of respondents identified as female. This suggests a potential shift towards greater gender balance within the specialty.
3	The number of ICM specialty training posts had been steadily increasing year on year, with a notable 100-post expansion in 2020. While, 2021 and 2022 returned to 2019 levels continuing the gradual pre-pandemic growth, 2023 saw a sharp decline in available posts, despite the ongoing need for numbers to rise.
4	The breakdown of Intensivists in Training by partner specialty background is similar to that historically of the Joint CCT Programme. However, as recruitment to ICM dual and triple CCT training programmes continues to develop, there has been an increase in applicants from medical backgrounds.
5	The regional picture is more complex, with some regions successfully increasing their post numbers to boost recruitment, despite overall UK fill-rates fluctuating between 72% and 100% from year to year.
6	The vast majority of IiTs who dual trained in two specialties are now working in both specialties post CCT <i>* Data taken from FICM's Survey of Post-CCT doctors in 2019, This survey will be repeated annually from 2025</i>
7	The overall attrition rate for the ICM CCT Programme from 2012 to 2024 is 10.38%

## 1.1 Specialist Register Workforce: CCT & Portfolio Pathway

The table below indicates the number of doctors who attained a Certificate of Completion of Training (CCT) on both the Joint Programme (pre-2012) and for the standalone ICM CCT Programme that commenced in 2012.

Pre-2010, the system for recording doctors completing training under the old 'Joint' CCT system was not as robust so these numbers could be higher than published.

### Number of Intensivists in Training attaining CCT

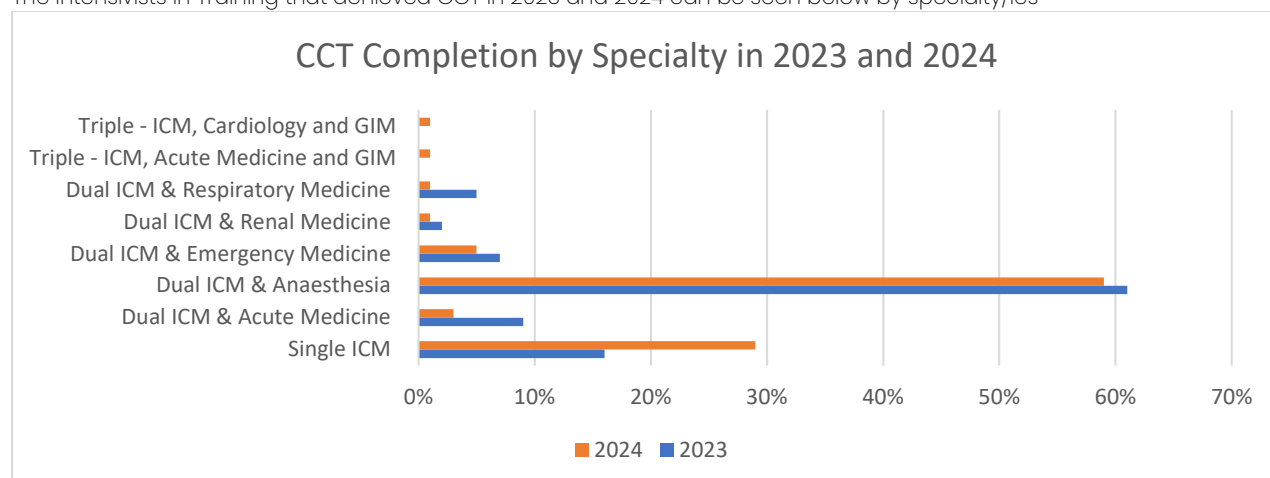
Year	Number of liTs attaining CCT
2008	85
2009	88
2010	70
2011	89
2012	113
2013	96
2014	115
2015	108
2016*	94*
2017	97
2018**	59
2019	87
2020	85
2021	117
2022	120
2023	123
2024	143

\* 2016 was the first year when liTs completed training against the standalone ICM CCT Programme as Single CCT holders. The figure for this year includes two single CCT holders and one dual liT with ICM and Anaesthesia.

\*\* 2018 was the predicted nadir in CCTs caused by the GMC ending the old 7.5 year Joint CCT programme without overlap with the new 8.5 year Dual CCTs programme. The final doctor on the joint CCT completed in 2024.

### CCT Completion by Specialty

The Intensivists in Training that achieved CCT in 2023 and 2024 can be seen below by specialty/ies



\*All those commencing an ICM & Acute Internal Medicine, Renal Medicine or Respiratory Medicine programme from 2022 onwards will Triple CCT with General Internal Medicine.

## Successful Portfolio Pathway Applications

In 2024, 15 doctors successfully obtained a Certificate of Eligibility for Specialist Registration (CESR) in Intensive Care Medicine via the Portfolio Pathway.

The table below shows the number of doctors successfully obtaining a Certificate of Eligibility for Specialist Registration in ICM via the Portfolio Pathway for the last five years.

Year	Number of Doctors successfully obtaining a Certificate of Eligibility for specialist registration in ICM via the Portfolio Pathway
2020	7
2021	6
2022	6
2023	14
2024	15

## 1.2 ICM CCT Holders Survey 2019

In October 2019, the Faculty carried out its first ICM CCT Holders Survey. FICM's Careers, Recruitment and Workforce Committee (FICMCRW) undertook the survey in the hope of discovering the early career pathways of the ICM CCT holders completing training against the standalone ICM training programme (launched in 2012).

The survey was sent to 91 Intensivists who had gained a CCT against the standalone ICM training programme. 38 doctors completed the survey, resulting in a 42% response rate.

Whilst FICM recognises that the programme and the CCT holder numbers were still in their infancy, the findings were still of enormous interest to FICMCRW.

Key points from the survey were as follows:

- All the single ICM CCT survey responders gained consultant posts
- The vast majority of doctors who dual trained in two specialties are now working in both specialties post CCT
- Among the survey respondents, only one dual-trained individual reported working exclusively in their partner specialty without any ICM sessions
- 71% of respondents were working in the same region they trained in
- 65% of respondents successfully gained post CCT employment after only one application

Plans are in place to repeat the CCT holders survey annually from 2025 onwards.

### 1.3 Less Than Full Time Training

The Faculty acknowledges the increasing number of doctors training less than full-time (LTFT), which affects both the time taken to achieve CCT and the availability of posts for re-recruitment. FICM plans to provide more detailed reporting on this in future updates.

### 1.4 Attrition

Due to the late recruitment entry point of the Joint CCT (normally ST5), attrition rates were so small as to be statistically negligible. As we reach the twelfth year of the standalone ICM CCT programme, where doctors enter at ST3, data is now available on attrition rates.

Between August 2012 and August 2024, 190 doctors left the programme resulting in an overall attrition rate of 10.38% across the 12 years. There is variation between the training regions and FICM will continue to monitor both absolute numbers as well as those leaving the programme in each region. Cited reasons for leaving the programme are individual and varied, there is no overall pattern we can attribute this to.

### 1.5 Gender

From our Intensivists in Training (IiT) membership database, of those IiTs who have responded and are currently pursuing a Single, Dual or Triple CCT in ICM, 54% identify as male and 31% identify as female (*correct as of Sept 2024*). 15% of our IiT membership have not recorded this data with us so are not included in this data as their gender is unknown.

### 1.6 Cumulative Recruitment Statistics 2012 – 2024

The following data tables display historical recruitment data from 2012 to 2024 concerning the total number of posts available each year and the number of filled posts.

	Applications	Shortlisted	Came to interview	Appointable	Posts available	Ratio (App to Post)	Filled	Fill rate %
2012	127	116	112	86	72	1.8	52	72%
2013	240	160	150	126	88	2.7	77	88%
2014	277	243	233	202	112	2.5	107	96%
2015	299	293	224	190	137	2.2	120	88%
2016	255	251	228	195	158	1.6	142	90%
2017	231	217	200	186	163	1.4	134	82%
2018	293	287	228	206	169	1.7	147	87%
2019	305	290	281	263	170	1.7	161	95%
2020	430	376	n/a	376	289	1.4	280	97%
2021	595	493	n/a	493	203	2.9	202	100%
2022	493	453	289	274	220	2.2	209	95%
2023	392	350	297	285	178	2.2	169	95%
2024	426	317	290	268	184	2.32	153	83%

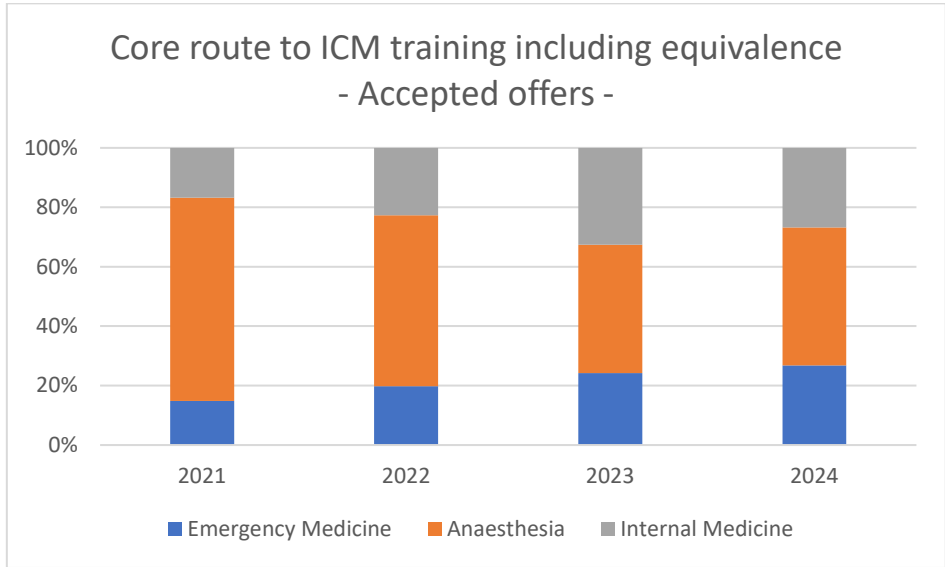
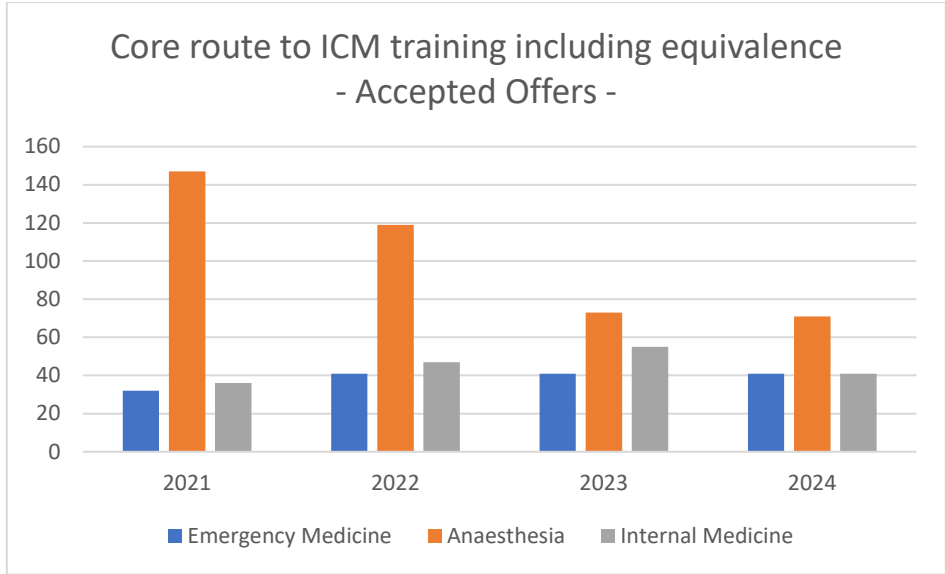
The data table below shows the regional breakdown of posts available and posts filled for 2023 and 2024.

Deanery	Region	Posts 2023	FILLED 2023		Posts 2024	FILLED 2024
East of England	Anglia	8	8		10	10
East Midlands	Mid-Trent	6	6		12	12
KSS	N/A	10	10		12	11
London	N Thames Central	30	30		21	21
	N Thames East					
	N Thames West					
	S Thames East					
	S Thames West					
Mersey	Mersey	29	26		28	23
North Western	North Western					
North East	Northern	8	8		11	11
Northern Ireland	N Ireland	5	5		3	3
Oxford	Oxford	4	4		6	6
Scotland	Scotland East	20	19		16	9
	Scotland North					
	Scotland SE					
	Scotland West					
Severn	Severn	13	13		15	12
SW Peninsula	SW Peninsula					
Wales	Wales	9	8		8	8
Wessex	Wessex	9	9		12	6
West Midlands	West Midlands	12	11		15	12
Yorkshire & Humber	W Yorks	15	12		15	9
	S Yorks					
	NEYNL					

## 1.7 Core Training Routes – Applicants and Appointments

There are three main core routes into ICM ST3 training – Internal Medicine Training, the Acute Core Common Stem Training Programme and Core Anaesthetics Training. Historically the largest proportion of IITs entered ICM training from an Anaesthesia core programme, but we have seen a demographic shift in this over the past few years as detailed in the following tables.

		Core route (including equivalence)			Accepted offers	Core route (including equivalence)		
		EM	Anaes	IMT		EM	Anaes	IMT
2024/25	Overall applications	426	108	167	153	41	71	41
2023/24		392	91	148	169	41	73	55
2022/23		493	Not available	Not available	207	41	119	47
2021/22		595	Not available	Not available	215	32	147	36



The table below shows the core entry route, including equivalence, for accepted offers in the early years of the standalone ICM CCT Programme:

Year	Accepted Offers	Emergency Medicine	Anaesthetics	Medicine
2012	52	6	25	21
2013	77	5	48	24
2014	107	3	80	24
2015	120	8	86	26

## 2025 Recruitment

The 2025 recruitment round has opened to applications. FICM and ICMNRO are delighted to announce a major change to ICM Specialty Training (ST) applications for this year. Doctors will be able to apply for, and potentially be appointed to, ICM ST training at the same time as applying for specialty training in any of its [GMC-approved partner specialties](#).

Applications will continue to be made through the Oriel system and offers will be issued in the same way as normal. From this window onwards, doctors will be able to accept two offers at the same time. The most important proviso is as follows – you can only accept two offers that are located in the same region – this is non-negotiable.

## Future Plans

To ensure our records and data are accurate and up to date, the Faculty are planning to survey all ICM consultants that have recently CCT'd, repeating the process undertaken in 2019. This will commence in 2025 and continue annually from that point.

Working with FICM's Training, Assessment and Quality Committee (FICMTAQ), FICM's Careers, Recruitment and Workforce Committee will investigate the numbers of Intensivists in Training choosing Less Than Full-Time training and add this data to future annual recruitment reports.





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