

Your College of Intensive Care Medicine

Briefing pack

January 2026

Building on a strong foundation

We are moving at pace towards becoming the College of Intensive Care Medicine, at the same time as we stay focussed on the work that FICM is doing on behalf of members, the specialty and the patients and families we serve.

This briefing pack reflects on the work FICM has been progressing in 2025, as well as bring you up to date on where we are with our move to become CICM.



Working for members in 2025 (1)

We supported **recruitment** by:

- delivering the first round of simultaneous recruitment to ICM dual programmes,
- appointing 180 of 181 posts for August 2025,
- publishing the inaugural annual recruitment report with data back to 2012 (including CCT outputs, portfolio pathway trends and demographic changes) and
- Running the first applicant-focused recruitment webinar.

We expanded **training and career support** with:

- new example job plans and Stage 3 resources,
- a consultant interview workshop at the Intensive Care Medicine Training (iT) conference,
- a webinar for Senior Resident Doctors preparing to become new consultants,
- the Consultant Intensivist in Transition Course,
- strengthened academic guidance for ICU research engagement and
- close collaboration with partner specialty training committees for dual and triple CCT trainees.

Working for members in 2025 (2)

We advanced **curriculum and assessment** through:

- ongoing work on the GMC-approved curriculum with sustainability principles,
- the introduction of Good Practice Statements with the liT Subcommittee and
- continued development and piloting of the revised FFICM exam.

We enhanced **training quality and progression** by:

- refining the Training Capacity Assessment tool,
- producing rotational training guidance based on regional experience and
- expanding and quality-assuring portfolio pathway assessors to support those using alternative routes to specialist registration.

Working for members in 2025 (3)

We strengthened **workforce intelligence and advocacy** through:

- analysis of the most recent consultant census,
- provision of detailed evidence to the DHSC for the 10-year workforce plan,
- development of AAC representative capacity,
- publication of SAS guidance documents and
- the embedding of an EDI subcommittee to review data and apply EDI oversight across workstreams.

We supported **ACCP practice** through:

- Scope of Practice principles for ACCPs and complementary guidance for consultant supervisors of ACCPs,
- release of the updated Additional Advanced Skills Framework for Diagnosing Death for Donation after Circulatory Death and
- finalisation of the second version of the Advanced Airway Management Additional Advanced Skills Framework.

Working for members in 2025 (4)

We contributed to **national professional standards** by

- shaping guidance on Diagnosis of Death, environmental sustainability and rotational training,
- publishing Good Practice Statements and
- finalising GPICS 3, publishing 28 Jan 2026.

The Legal and Ethical Policy Unit intervened in **legal cases** to share learnings from their impact in order to inform practice.

We strengthened **national and international links** through close collaboration with

- partner colleges,
- the ICS and Paediatric Critical Care Society,
- devolved nations and
- wider international critical care partners.

We developed additional information and templates on how to run a **Quality Improvement** project.

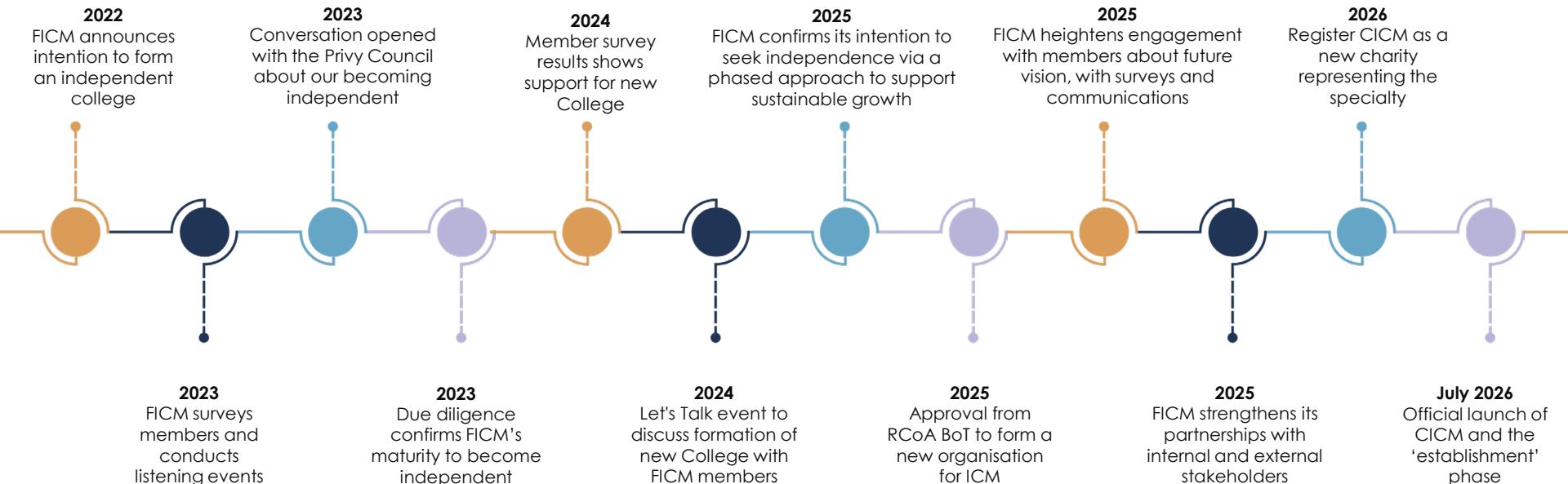
What will CICM mean for members?

- 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

Where are we now?

- We are on track to become the College of Intensive Care Medicine on **1 July 2026**
- You may not see many differences on Day One as we are focusing on **continuity** for education, learning, exams and member support
- **Behind the scenes**, we will have installed new governance structures, a new Board of Trustees and Council, supported by a mission, vision and values that are aligned with our status as a charitable company and serving your needs as our members as well as provide public benefit
- We will enter a phase of **Establishment** and remain co-located with the RCoA until we are sufficiently developed and have accumulated enough resources to successfully and formally decouple

Our roadmap to independence



Our roadmap to independence

FICM has made progress since it first announced intentions in 2022 to form a College of Intensive Care Medicine. Day One of the new CICM on 1 July 2026 will be an important step but there are more to take as we establish and grow

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**

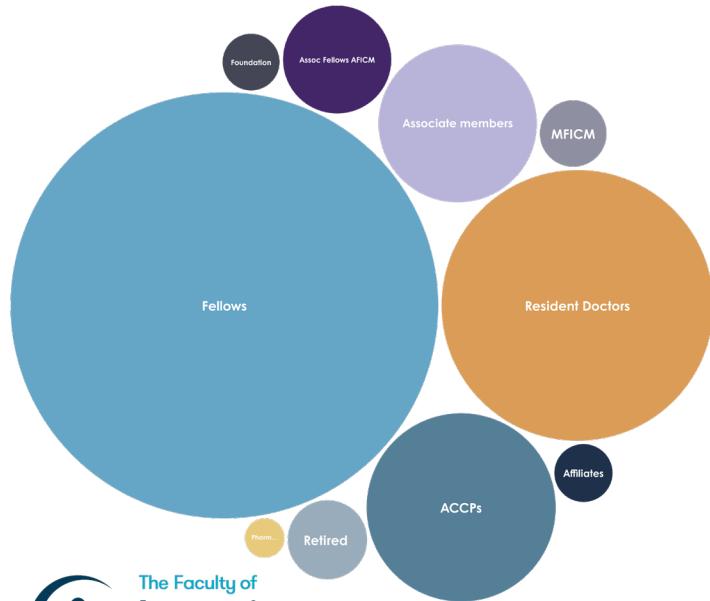
Explore options for future location, in line with finances and **member engagement**

Assets & services - independently delivered or under contract with RCoA

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

Strength in a diverse specialty

Our members bring different perspectives from their individual backgrounds, choice of career path and role as part of the multidisciplinary team.



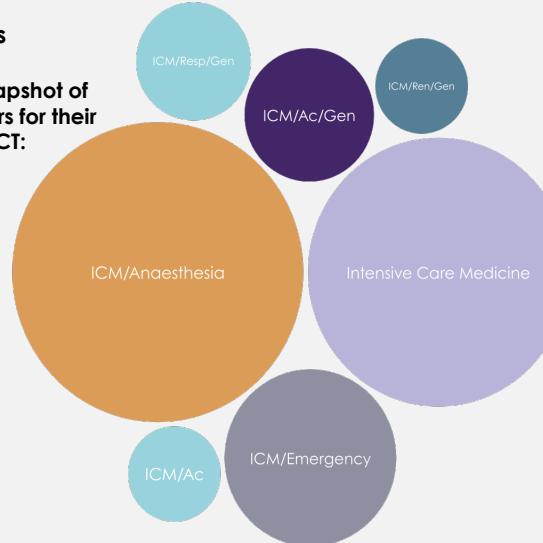
Membership as at Jan 2026

4,928 Total members:

2,589 Fellows
1,045 Intensivists in Training
506 ACCPs
22 Pharmacists
354 Associate members (CESR, clinical fellows, SAS doctors)
63 Members MFICM
166 Associate Fellows AFICM
89 Retired members
48 Affiliates, affiliate trainees and affiliate Fellows;
46 Core, foundation and undergraduate members
27 Regional Advisors
235 Faculty Tutors
81 FFICM examiners

CCT intentions

We asked a snapshot of Resident Doctors for their intentions for CCT:



33% single ICM

42% dual with anaesthesia

14% dual with acute internal medicine or emergency medicine

11% triple; mix with acute internal, general internal, renal or respiratory

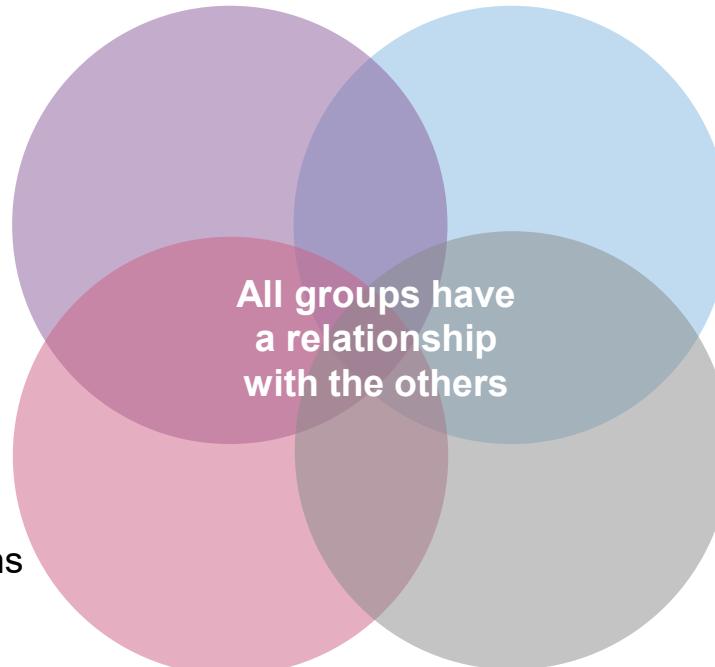
Clinician-led task and finish groups are working on options for the Board

Engagement

- Vision, mission, values
- Member benefits
- Communications

Membership

- Member categories
- Rights and privileges
- Fees and concessions



Governance

- Committees and structures
- Legal obligations
- Forward planning

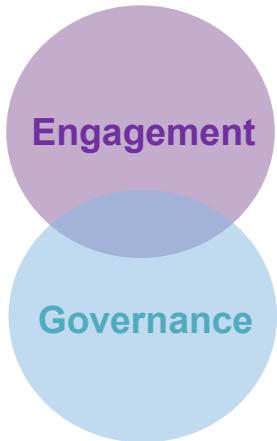
Finance

- Financial modelling
- Growth assumptions
- Risks and mitigations

Our purposes – why we are here

As a registered charity, CICM will have 'charitable purposes' that describe what it has been set up to achieve. CICM's are to:

- 1) advance and promote the **education** and **training** of medical and other qualified healthcare practitioners to maintain the highest possible **standards** of professional competence in the field of intensive care medicine for the protection and benefit of the public;
- 2) advance, preserve and protect good health by:
 - promoting and supporting the highest possible **standards** of professional practice within the field of intensive care medicine; and
 - improving standards and providing expert **guidance** and advice on policy on matters relating to intensive care medicine;
- 3) further instruction and **training** in intensive care medicine and related subjects both in the United Kingdom and overseas;
- 4) advance, promote and carry on study and **research** into intensive care medicine and related subjects and to disseminate the useful results of any such research; and
- 5) **educate the general public** in all matters relating to intensive care medicine and related subjects.



Vision and mission

DRAFT for your feedback

Our Vision describes our aspirations

To champion and guide excellence in intensive care across the UK, ensuring every critically ill patient and their family receives outstanding care from highly trained teams.

Engagement

Our Mission shows how we will get there

- **Listening to public, patient and family voices** to enhance and develop our approach to intensive care medicine
- **Developing professionals across a diverse ICM workforce**, through guidance and standards, training pathways, curricula, education, examinations and speciality credentialing and through ongoing personal and professional development
- **Advocating** for the specialty and our members with a unified voice, influencing policy and practice to improve care for patients and their families
- **Building a sustainable and dynamic college** that delivers value, responds to member needs, and champions equity across in our multidisciplinary community across the four UK nations.

Values

DRAFT for your feedback

Our Values guide our behaviour, they show how we will act and the experience we want people to have when they interact with CICM

Transparent
and open

Courageous
and dynamic

Excellent
and
encouraging

Kind and
inclusive

Engagement

What do you value?

**How will you know when
we are meeting your
expectations?**

Member benefits

What we have heard so far – and what we need to plan for

More attention
beyond training
stages

Equity of
attention for
different career
paths

Different formats
for education

Acknowledge
partners also
have resources

Focus on career
support

Embrace a four-
nation approach

Engagement

£ – our starting point

In 2025/26 the Faculty's income budget is £1.6m which broadly comprises:

- **£1.1m (68%) from subscriptions**
- **£0.4m (26%) from exams***
- **£0.1m (6%) from events and other sources**

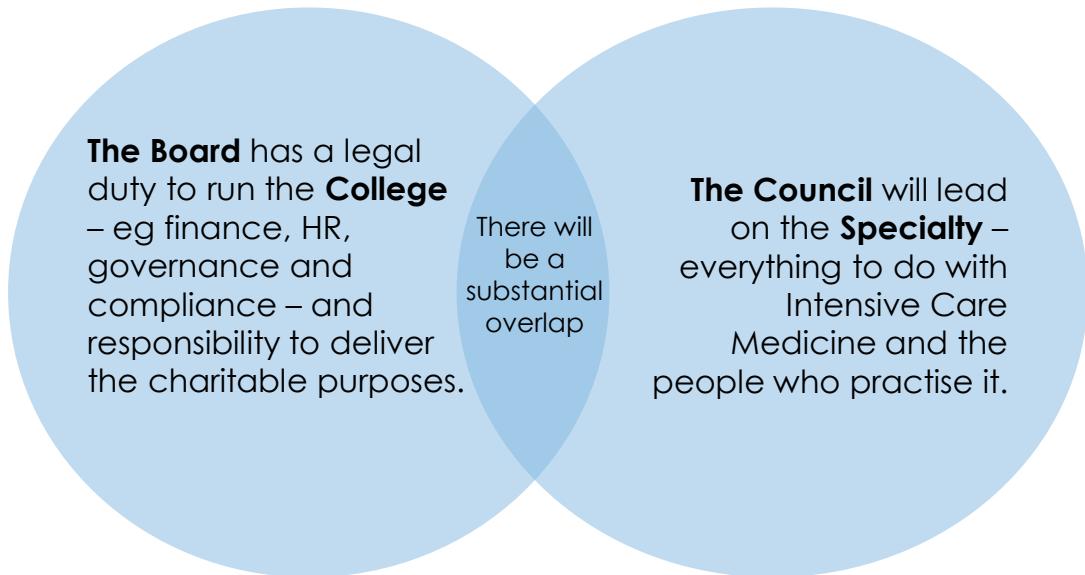
Subscription income relates to either direct or parent college subscribers:

- **70% of members are parent college subscribers, i.e. also members of another college**
- **30% of members are direct subscribers, i.e. members of FICM alone**

Most parent college subscribers pay a reduced fee for FICM set at 50% of the direct rate. This has been in place since the Faculty was founded in 2010, is only borne by the Faculty and equates to £0.8m annually

This is significant because, as a charity, CICM must become financially resilient by diversifying and growing its income from wider sources, including fundraising and sponsorship. This will support the College as a going concern, which means it must generate sufficient income to fund the benefits you receive as its members

The Interim Board of Trustees & Council

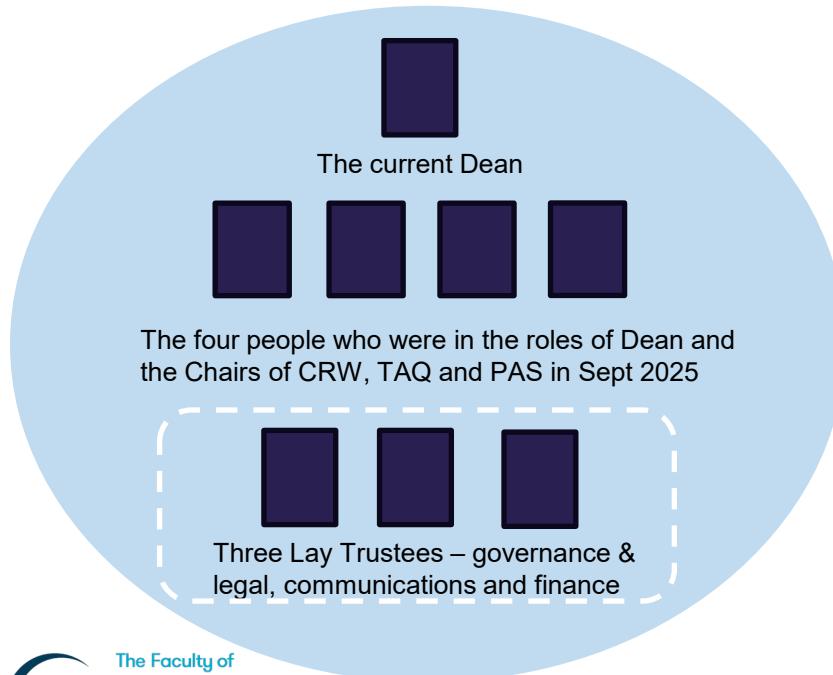


The Governance Task and Finish Group is working on proposals for Council to ensure it reflects the future College's membership and the profession.

These proposals will cover who is on Council, how many people are on Council, how people get onto Council and how long they stay for.

What would you like the group to bear in mind as they work up their proposals?

The Interim Board of Trustees



This interim arrangement will be in place in the short term, not the long term.

We needed to identify an Interim Board of Trustees, in order to progress with the applications for Company and Charity status, and to maintain a safe transition from being a Faculty to being a College.

The Lay Trustees have been identified but will not take an official appointment until CICM comes into being on 1 July 2026.

Future membership categories

A reminder of FICM categories

- Fellow (FFICM) *by examination, ad eundem, Honorary*
- Associate Fellow (AFICM)
- Member (MFICM)
- Associate Member
- Affiliate
- ACCP member
- Pharmacist member
- Senior Fellows & Members Club
- CCT Trainee – Fellow in Training (post-FFICM)
- Affiliate Trainee
- Core, Foundation and Medical Student

Membership T&FG is looking to...

Retain
'Fellowship'-
FFICM→
FCICM – as
recognition of
academic and
clinical
achievement in
ICM

Streamline
categories
where
appropriate
and without
over-simplifying
– remain
inclusive of
current
members as
per agreed
principles

Review
eligibility criteria
and associated
rights and
privileges of
current
membership
categories

Membership

CICM Connect next meeting

Members are invited to our next online CICM Connect meeting taking place on Tuesday 10 March at (time)

Come and speak with our leadership team, hear updates and share your views so that we can stay sighted on what's important to you

Register here:

How you can be involved

Join our member listening events

Tell us how CICM would serve you best

Take part in Faculty Tutor briefings

Ask us to present to your group

Shape the member benefits we offer

Volunteer to be part of our campaigns

Join one of our committees

Develop our educational content

Help define our event programmes

Share patient and family voices

Like and repost our online updates

Email contact@ficm.ac.uk

Feedback