

## General Release: ICM National Recruitment For August 2012

### Introduction

This year the GMC approved the new CCT in Intensive Care Medicine which will replace the former Joint CCT. As with any other primary speciality, ICM now needs to set up a DH approved National Recruitment process against very tight timeframes set by the national recruitment processes. Uniquely, ICM must design a system that permits trainees to undertake either Single CCT training or Dual CCT recruitment with a number of partner specialties.

The timeframe has necessitated rapid decision making and has limited the opportunities for extensive consultation. The Faculty has however worked very closely with our partner specialties and with COPMed, the GMC and the DoH. The Faculty hopes this general release of FAQs will answer all major queries relating to ICM National Recruitment for August 2012. If your query is not covered below, please contact us at [ficm@rcoa.ac.uk](mailto:ficm@rcoa.ac.uk).

### Frequently Asked Questions

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## Definitions

**Partner specialties:** The CCT Programmes that a doctor may do as part of a Joint CCT or Dual CCT Programmes with ICM. Please see the FAQs on Dual CCTs Programmes for further information.

**The Joint CCT in ICM:** This is the current CCT curriculum in ICM which was completed in conjunction with a partner specialty (e.g. Anaesthetics or Respiratory Medicine). Recruitment to this CCT will end in July 2013 ([see below](#) for further information). The current Joint CCT in ICM is available here: <http://www.ficm.ac.uk/icmctcurriculum/jointcctnicm.ashx>.

**The CCT in ICM (2011):** This is the newly approved CCT curriculum in ICM. It will now be possible to train entirely as an intensivist. The new curriculum allows the accepted cores of Core Anaesthetic Training, Core Medical Training and Acute Care Common Stem (all branches) as entry routes to its higher programme. It is also possible to be appointed to more than one CCT programme – that is, to undertake Dual CCT Programmes in ICM and in a partner specialty. Please note that there is no Dual Programme of training in ICM – there is only the new ICM programme, which can be undertaken in conjunction with another CCT programme, thus leading to the award of two independent CCTs. Please see below for further information on Dual certification. The new CCT in ICM is available here: <http://www.ficm.ac.uk/icmctcurriculum.ashx>.

**Dual CCT Programmes:** Two independent CCT programmes will allow doctors to train in both ICM and a partner specialty and obtain CCTs in both specialties. Please see the FAQs below for further details.

**Stepped recruitment:** In order to access Dual CCT training, it is necessary to be successfully appointed to a programme in ICM and one of the partner specialties in different recruitment episodes (i.e. ICM in August 2012 and then Renal Medicine in August 2013 or vice versa). Further information on stepped recruitment is in the relevant FAQs below.

## **SECTION 1: THE RECRUITMENT PROCESS AND DOCUMENTATION FOR AUGUST 2012**

### **What is the timeline for ICM National Recruitment?**

The key dates for ICM National Recruitment are as follows:

<i>Date</i>	<i>Event</i>
<b>3 Feb 2012</b>	<b>Advert</b>
<b>17 Feb – 5 Mar 2012</b>	<b>Application window</b>
<b>6 – 20 March 2012</b>	<b>Windows for longlisting and shortlisting</b>
<b>From 20 March 2012</b>	<b>Candidates invited to interview</b>
<b>17 – 18 April 2012</b>	<b>Interview dates <i>held at Birmingham City Football Club</i></b>
<b>23 April 2012</b>	<b>First wave of offers</b>
<b>31 May 2012</b>	<b>Deadline for holding offers</b>

### **Who is co-ordinating recruitment?**

The FICM is leading on policy matters for National Recruitment and the West Midlands Deanery will act as the co-ordinating Deanery for recruitment. Interviews will take place centrally in Birmingham. Dr Tom Gallacher (ICM TPD for the West Midlands) has been appointed as the Lead for ICM National Recruitment and chairs the FICM Recruitment Sub-Committee (FICMRSC). The FICMRSC now includes representation from the RCoA, the CEM, the JRCPTB and the DH.

### **Where can I find further information on the internet?**

The West Midlands Deanery will be creating a recruitment web portal for ICM over the next few weeks. The portal link and current information will be found on the FICM website:  
<http://www.ficm.ac.uk/nationalrecruitmentforicm.ashx>.

### **Will there be guidance produced on ICM recruitment?**

Yes. The FICM is working with the Recruitment Department at the West Midlands Deanery to develop a detailed guidance document which we hope to release by the end of the year on the website portal mentioned above.

### **How many recruitment episodes will there be annually?**

ICM will recruit once a year for an August start.

### **What happens if posts are left unfilled?**

As interviews are happening centrally and applicants will be permitted to make as many preferences as they like for their single-CCT ICM post, it is unlikely that posts will remain unfilled. There is a contingency plan for a Round 2 should the necessity arise.

### **Is there a Person Specification?**

The Person Specification has now been approved by the DH and is available on the MMC website:  
[http://www.mmc.nhs.uk/specialty\\_training/specialty\\_training\\_2012/recruitment\\_process/stage\\_2\\_-\\_choosing\\_your\\_specia/person\\_specifications\\_2012.aspx](http://www.mmc.nhs.uk/specialty_training/specialty_training_2012/recruitment_process/stage_2_-_choosing_your_specia/person_specifications_2012.aspx).

### **As the interviews are to be held centrally, how will the interviewers be selected?**

Subject to the normal experience required of interviewers, each ICM region will nominate one or two interviewers to ensure an appropriate national spread. Interviewers will also act as shortlisters.

## **SECTION 2: DUAL CCT PROGRAMMES**

### **Which specialties have agreed Dual Programmes with ICM?**

Acute Medicine, Anaesthetics, Emergency Medicine, Renal Medicine and Respiratory Medicine. The

Dual Programme Guidance is available here: <http://www.ficm.ac.uk/icmcctcurriculum/dualccts.ashx>. Further specialities may have Dual Programme agreements developed over the coming months.

**If a doctor is not undertaking one of the above specialties can he or she still do a Dual Programme with ICM?**

Yes. However, the above programmes have been designed to ensure dual counting of competencies. This means, for example, that the 7 year ICM programme and 7 year Anaesthetics programme can be completed together in 8.5 years. Trainees from other specialties may apply for dual training with ICM; however selection panels must be aware that appointment to an ICM CCT programme for trainees outside the currently mapped dual schemes may result in considerable prolongation of training to allow acquisition of all requisite competencies.

**How will recruitment take place to Dual Programmes?**

Recruitment will initially take place by stepped recruitment. Doctors will apply for one CCT Programme at one recruitment episode (e.g. ICM in August 2012) and then apply for another CCT Programme at a second recruitment episode (e.g. anaesthetics in August 2013). If the doctor is successful in both interviews they will be appointed to a CCT Programme in both specialties and will be able to form a Dual Programme. This Programme will be agreed by the TPDs (and relevant colleagues) from both specialties in the region.

**Will recruitment to Dual Programmes always be by stepped recruitment?**

The UK Offers System necessitates stepped recruitment but the Faculty will continue to liaise with UKOFFS to see whether recruitment for Dual Programmes could also happen simultaneously. This will be discussed with the partner specialties as part of our ongoing development work on Dual CCTs Programmes.

**Will stepped recruitment allow me to get a CCT in both specialties rather than a CESR-CP?**

The GMC have agreed that as long as the trainee starts the *second* of their CCT Programmes within 18 months of starting their first CCT Programme, they will be able to demonstrate continuity of training and be considered for a CCT rather than a CESR-CP. It is the start date rather than the interview date that will be counted for the purposes of certification.

**Will doctors currently in ST3 in a partner specialty be able to enter Dual Programmes in August 2012 by applying for ICM?**

No. Dual Programmes will only come into existence in August 2013. Doctors currently in ST3 in the partner specialties can continue to apply for the Joint CCT. If ST3 trainees in partner specialties apply for and are accepted to an ICM post in 2013 they will be required to leave their current programme.

**Will doctors who are appointed to ICM for August 2012 be able to apply for Anaesthetics in February 2013?**

The Dual Programmes are complex and require appropriate time to be developed and installed. Thus, ***Dual Programmes will only be recruited to for August 2013.*** All those appointed to ICM for August 2012 will be able to apply for a partner specialty in the recruitment episode for August 2013 starts.

**To access Dual CCT Programmes should a doctor apply for ICM or the partner specialty first?**

Doctors will be able to apply for either specialty first and it is expected doctors may apply for both at the same recruitment episode in order to increase their appointment opportunities (please read this with reference to '[Will recruitment to Dual Programmes always be by stepped recruitment?](#)' above). They

will, however, in the event of being successful at both interviews have to choose one or other specialty for August 2012. It will not be possible to accept two offers for August 2012. It will be down to local regions to advise their applicants based on their individual circumstances about which specialty they should apply for first.

**Will the second CCT have to be in the same Deanery as the first?**

The Faculty has provisionally agreed that the two CCTs should be undertaken in the same Deanery. Initial feedback from ICM RAs has indicated that this may need to be reviewed. This will need to be discussed with the partner specialties, Deans and trainee representatives to ensure the final decision takes into account all factors and does not become unmanageable for those involved. Please also see the question below.

**Have all the processes for Dual CCTs recruitment been agreed?**

No. Due to the tight timeframe mentioned in the introduction, the FICM Recruitment Sub-Committee has had to concentrate its primary efforts on the systems for Single CCT recruitment in August 2012. The Faculty will continue to consult with the relevant stakeholders to ensure that Dual Programme recruitment is manageable and appropriate when introduced in August 2013.

**SECTION 3: REGIONS AND POSTS**

**Where is recruitment taking place?**

England and Wales have put forward posts for August 2012. Scotland is currently negotiating whether they will be able to secure posts for recruitment. Northern Ireland, in line with regional policy, will observe for the first year and have provided an observer already. It is hoped Northern Ireland will be able to join the national process from August 2013.

**How many posts are going to be recruited to for August 2012?**

Indicative post numbers are currently around 70. Final post numbers, which may vary from the indicative number, will be confirmed before the advertisement.

**What level of posts are being recruited in August 2012?**

ST3 posts will be recruited for August 2012. The CCT in ICM accepts CAT, CMT and ACCS as entry routes to its higher programme. Core Programmes for ICM have not been developed and therefore will not be recruited in 2012.

**Are the posts advertised for August 2012 Single CCT Programmes?**

All ICM Programmes will by default be for Single CCT Programmes, as for any other primary specialty. However, as indicated above, stepped recruitment will allow a doctor to apply for a partner specialty in August 2013 and, if successful, to undertake Dual CCT Programmes. As noted above, a doctor may apply for the partner specialty first and ICM second.

**How will the complementary training required for doctors recruited to ICM who are coming from different core programmes be secured?**

'Complementary speciality training' (anaesthesia for physicians, medicine for anaesthetists) is now an integral part of the new ICM programme. The Deans, ICM TPDs and ICM RAs have been in discussions with all their regional colleagues to ensure funding is available to allow suitable plurality of training. Plurality in this sense means that any applicant, irrespective of their core training, can expect to

compete in open competition to any programme and receive a post in ICM if they score highly enough. The Faculty is grateful to the Royal College of Anaesthetists for their contribution towards a joint statement on this subject which is available here:

<http://www.ficm.ac.uk/assets/pdf/national%20recruitment/rcoa-ficm%20position%20on%20icm%20recruitment%20for%202012.pdf>

#### **SECTION 4: OTHER IMPORTANT QUESTIONS**

##### **Will recruitment to the Joint CCT continue?**

The GMC have agreed that appointments to the Joint CCT can continue until 31 July 2013 to ensure adequate output of ICM CCTs in the transitional period between the two curricula.

##### **If I am appointed to the Joint CCT, can I move to the new curriculum?**

No. As agreed with the GMC and COPMeD a trainee on the Joint CCT may resign from that programme and re-apply for the standalone CCT, but there is no direct transfer between the two programmes.

##### **Will there be an FFICM Examination for the new curriculum?**

Yes. There will be a Primary and a Final FFICM Examination. The Final FFICM will be mandatory for all those on the new curriculum appointed from August 2012 in order to progress to ST7. The Final will be introduced from August 2012 as an optional examination for those on the current curriculum.

Completion of one of the partner specialty primaries – Primary FRCA, MRCP(UK), MCEM (Full) – as part of one of the defined multiple cores will confer eligibility for ICM Higher Specialist Training. A Primary for FFICM will be introduced in the future (currently planned for late 2013). For further information, please visit this link: <http://www.ficm.ac.uk/icmexaminations.ashx>. This webpage will be updated over the coming year as the examination project develops.

*9 November 2011*