

The College of Intensive Care Medicine of Australia and New Zealand

Training program aims and graduate outcomes (T42)



The College of Intensive Care Medicine of Australia and New Zealand training programs

The College of Intensive Care Medicine (CICM) is the body responsible for intensive care medicine specialist training and education in Australia and New Zealand. The College offers a minimum six year training program, in both general and paediatric intensive care, culminating in Fellowship of the College of Intensive Care Medicine (FCICM).

Training program aims:

- To support the health and wellbeing of our communities through training and certification of Intensive Care Specialists
- To enable trainees and graduates to provide safe, high quality, equitable care to critically ill patients through all stages of life, in diverse contexts and communities
- To set an international standard in the quality of education and training in intensive care medicine
- To promote the conduct of high quality, ethical research in intensive care medicine



Graduate outcomes:

The graduate outcomes are broad statements that describe the knowledge, skills and abilities that all graduates of the CICM training programs will achieve. These outcomes reflect the attributes of a Fellow of the College of Intensive Care Medicine. Fellows of the College will further develop these attributes and abilities during their professional careers.

The graduate outcomes draw on the roles described in the Canadian Medical Education Directives for Physicians (CanMEDS) framework. They are underpinned by a set of competencies that provide further elaboration on the outcomes and are described in the CICM curriculum documents. The graduate outcomes guide the development of Intensive Care Specialists and clarify professional expectations and standards.

The achievement of the graduate outcomes are supported through a comprehensive program of workplace-based learning, formal and informal learning opportunities and self-directed learning. Trainees demonstrate attainment of these outcomes through a program of assessment.



Medical Expert

Description:

An Intensive Care Medicine (ICM) Specialist leads the comprehensive clinical management of critically ill patients with compassion and sensitivity. The ICM Specialist can recognise and manage the disturbances associated with trauma and severe medical, surgical, obstetric and paediatric illness and diagnose and treat their different aetiologies. The ICM Specialist is an expert in palliation and end of life care, the diagnosis of brain death and support of the organ donor. ICM Specialists are also involved in the management of deteriorating and seriously ill patients outside the Intensive Care Unit (ICU) as well as the transport and retrieval of critically ill patients. ICM specialists understand the continuum of care and provide support for patients after discharge from the ICU. An ICM Specialist recognises and adapts to uncertainty and complexity in clinical practice, drawing on scientific evidence, applying clinical reasoning and using professional judgement. The medical expert role of an ICM Specialist integrates the intrinsic CanMEDS roles essential for good practice: communicator, collaborator, leader and manager, health advocate, scholar and professional.

Graduates of the CICM training program will be able to:

- Utilise comprehensive and current medical knowledge, clinical and procedural skills, and professional values to provide high quality and culturally safe¹ patient care to critically ill patients
- Make clinical decisions based on best practice, including a holistic view of patients' circumstances, preferences and values
- Adapt to meet the challenges and changes of clinical practice, while recognising limitations of expertise and performing within the scope of practice of an ICM Specialist
- Demonstrate expertise in end-of-life care



¹ CICM recognises both AHPRA and the Medical Council of New Zealand's definitions of cultural safety and expects graduates to apply those definitions in full in daily practice.

AHPRA definition of cultural safety: Cultural safety is determined by Aboriginal and Torres Strait Islander individuals, families and communities. Culturally safe practise is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practising behaviours and power differentials in delivering safe, accessible and responsive healthcare free of racism (AHPRA, 2020).

Medical Council of New Zealand definition of cultural safety: The need for doctors to examine themselves and the potential impact of their own culture on clinical interactions and healthcare service delivery. The commitment by individual doctors to acknowledge and address any of their own biases, attitudes, assumptions, stereotypes, prejudices, structures and characteristics that may affect the quality of care provided. The awareness that cultural safety encompasses a critical consciousness where healthcare professionals and healthcare organisations engage in ongoing self-reflection and self-awareness and hold themselves accountable for providing culturally safe care, as defined by the patient and their communities (Medical Council of New Zealand, 2019).

Communicator

Description:

An ability to communicate effectively and with empathy is an essential attribute of the ICM Specialist. Effective communication with patients and their family/whānau² cultivates the development of healthy therapeutic relationships and encourages open discourse, allowing clinicians to explore the needs, values and preferences of their patients. Improved understanding of a patient's experience assists clinicians in supporting a shared decision-making process, that remains patient-centred and yields improved health outcomes. Communicating effectively with colleagues facilitates collaboration and respectful working relationships.

Graduates of the CICM training program will be able to:

- Demonstrate a professional, culturally safe, patient centred approach to communication with patients, their families/whānau and with other members of the healthcare team
- Demonstrate empathic and effective communication with patients, their family/whānau and colleagues, which includes recognising the need for and utilising cultural and linguistic support when required
- Reflect on interactions with patients, family/whānau and colleagues and pursue continuous improvement of communication and interpersonal skills



²Throughout this document “family/whānau” is intended to include all those who are personally significant to the patient and are concerned with the patient's care, which may include family members, partners, caregivers, members of the patient's extended community, legal guardians, and substitute decision-makers.

Collaborator

Description:

The intensive care environment demands the ICM specialist collaborate with many people in a dynamic and complex workspace. Collaborating requires relationships based on trust and respect, and encompasses many aspects of teamwork, including sharing knowledge, perspectives and responsibilities, and a willingness to learn together. It is vital for safe, high-quality, patient-centred care and involves patients, their family/whānau, other health care professionals and the community. Collaboration involves shared decision making among individuals with complementary skills, in multiple settings across the continuum of care. Collaboration requires an understanding of the roles of others, the pursuit of common goals and outcomes, and managing differences.

Graduates of the CICM training program will be able to:

- Collaborate effectively with patients, their family/whānau, other health care professionals and the community to provide patient centred, ethical and resource-efficient care, and promote the collaboration of others
- Support an interprofessional team, which acknowledges expertise and respectfully manages differences, to promote effective caring and learning in the intensive care environment
- Safely and appropriately handover the care of a patient to another healthcare professional for ongoing management



Leader and Manager

Description:

Leadership is the process of setting, inspiring and implementing a shared goal in which the needs of the patients are central. Management involves the direction of resources to achieve the organisational values established by leadership. In addition to patient care, the broader activities of an ICM Specialist relate to the efficient running of an ICU. This includes administration, strategic planning, organisation, staffing, unit design and equipment provision, change management and quality improvement programs.

There is also a societal expectation that specialists engage in advocacy, leadership, management and collaboration within the wider healthcare system. The potential scope of engagement is broad and may encompass the wider hospital, as well as roles regionally, nationally or globally. Potential roles include involvement with Specialist Medical Colleges, regulatory authorities, professional societies, and other organisations.

The CICM training program will foster the development of foundational leadership and management skills that can be further developed in the Fellowship years.

Graduates of the CICM training program will be able to:

- Demonstrate leadership and management skills that contribute to the responsive, effective, efficient and sustainable delivery of healthcare and management of the ICU
- Contribute to a culture of continuous improvement through priority setting, stewardship, systems thinking, leadership, and facilitating change
- Foster a physically, psychologically and culturally safe work environment, a supportive work culture, and model behaviours to promote these in ICM



Health Advocate

Description:

ICM Specialists are accountable to society and have a duty to contribute to improvements in the health and well-being of patients, their communities and the wider population. ICM Specialists possess medical knowledge and abilities that provide unique perspectives on health and patient experiences.

Advocating for the needs of individual patients and their families/whānau is an important role for the ICM Specialist. ICM Specialists promote cultural safety and healthy communities by influencing the health care system within and outside the intensive care environment.

ICM Specialists are in a position to understand the consequences of critical illness and the precipitating factors that lead to critical illness. ICM specialists can advocate for public health changes to reduce the prevalence of critical illness or modify factors that interfere with the rehabilitation of those recovering from critical illness.

Advocacy requires the development of partnerships with a range of stakeholders to provide ongoing support for patients, their families/whānau and communities during treatment in and following discharge from the intensive care environment.

Graduates of the CICM training program will be able to:

- Advance the health and wellbeing of both individual patients and wider populations affected by critical illness and serious injury through patient advocacy
- Advocate for equity in access to intensive care services, public health measures and better health outcomes for all members of the community
- Advocate for sustainable, culturally safe and holistic healthcare practices



Scholar

Description:

ICM Specialists acquire scholarly abilities to enhance and advance the knowledge and practice of intensive care medicine. Excellence is pursued by continually evaluating the processes and outcomes of practice, sharing and benchmarking outcomes, and actively seeking feedback in focusing on quality and patient safety.

ICM Specialists strive to master domains of expertise and share knowledge. ICM specialists implement a planned and responsive approach to learning in order to improve upon and model the practice of lifelong learning. The professional development of others is promoted through the facilitator and educator role of the ICM Specialist.

The ICM specialist has a responsibility to promote growth of knowledge relevant to critical care medicine and therapies including the development and enhancement of knowledge through research. ICM Specialists evaluate research and use this to make decisions informed by evidence while taking patient values and preferences into account. Ambiguity and uncertainty in practice is recognised and managed while providing the highest standards of care. Special consideration needs to include transfer of knowledge to those remote to large intensive care units.

Graduates of the CICM training program will be able to:

- Demonstrate a commitment to life-long learning and professional development incorporating culturally safe practice, self-reflection, feedback literacy and mentoring
- Contribute to the development of new knowledge through supporting or undertaking high quality clinical research
- Provide a safe intensive care learning environment for colleagues and contribute to high-quality supervision, teaching, knowledge and skill development, feedback and mentoring of trainees, colleagues and other health professionals



Professional

Description:

ICM Specialists are accountable to the profession and society. ICM Specialists must demonstrate a commitment to professional standards and responsibilities, including maintaining patient privacy and confidentiality. ICM specialists must also demonstrate support for human rights, adherence to legal and ethical standards in addition to exhibiting values such as integrity, honesty, altruism, humility and respect for diversity. ICM Specialists must take responsibility for personal health and well-being and support a culture that promotes the wellbeing of colleagues.

Graduates of the CICM training program will be able to:

- Demonstrate professional values and adherence to ethical, professional and legal standards in the practice of intensive care medicine
- Demonstrate a commitment to the health and well-being of self and others, including maintaining work-life balance
- Demonstrate culturally safe practice, and an openness to diversity, working with others in a respectful and positive environment



References

Australian Health Practitioner Regulation Agency (2020). *Aboriginal and Torres Strait Islander Health Strategy*. <https://www.ahpra.gov.au/About-AHPRA/Aboriginal-and-Torres-Strait-Islander-Health-Strategy.aspx>

Medical Council of New Zealand (2019). *Statement on cultural safety*. <https://www.mcnz.org.nz/assets/standards/b71d139dca/Statement-on-cultural-safety.pdf>