

STRATEGIC PLAN

2026 → 2031



COLLEGE OF INTENSIVE CARE MEDICINE
OF AUSTRALIA AND NEW ZEALAND

OUR VISION:

To ensure safe and high-quality intensive care for the communities we serve.

OUR PURPOSE:

By leading education, training and both setting and maintaining professional standards, we support a skilled and adaptable trainee and specialist intensive care workforce.

OUR VALUES:

Partnership mindset

Professional approach

Personalised connection

Passion for purpose

OUR STRATEGIC OBJECTIVES:

The CICM Board and Leadership Team have refreshed its strategic objectives, supported by 22 core priorities. These objectives and core priorities will guide and shape our work for the next five years as we work to achieve our shared vision of providing communities with safe and high-quality specialist intensive care services.

1. Provide best practice in education, training and assessment	2. Represent and advocate for Members, supporting them in all stages of their career	3. Equitable access to intensive care medicine	4. Define and support an inclusive and adaptive workforce
1.1 Maintain and deliver an evidence-based curriculum	2.1 Ensure that the College understands, adapts and meets the needs of all Members	3.1 Partner with patients, families/whānau, communities, healthcare organisations and government to determine community need and medical workforce requirements in intensive care medicine	4.1 Foster and drive the highest standards in workplace culture and training environments
1.2 Ensure our assessment processes are robust, transparent, fair and aligned with best practice	2.2 Develop and promote innovative and flexible lifelong learning programs	3.2 Advocate for a well distributed and supported regional, rural and remote intensive care workforce	4.2 Adopt and promote consistency for cultural safety in ICUs and across all aspects of the College
1.3 Develop a programmatic approach to assessments	2.3 Advocate for Members on issues that impact on the practice of intensive care medicine	3.3 Promote the benefits of networked arrangements between metro, regional, rural and remote units	4.3 Promote diversity, inclusion and equal representation throughout the College and broader intensive care workforce
1.4 Ensure graduate outcomes are appropriately aligned to current and evolving community needs	2.4 Support the quality of training through the administration of a robust and efficient hospital accreditation program	3.4 Support the development of an Aboriginal and Torres Strait Islander, Māori and Pasifika intensive care medical workforce through a process of respectful co-design with our Aboriginal & Torres Strait Islander, Māori and Pasifika communities and leaders	4.4 Prioritise leadership development for ICU teams, aimed at improving capability to address complex health issues
1.5 Collaborate with health services and jurisdictions in developing and implementing coordinating training in intensive care medicine	2.5 Act as a trusted advisor, offering solutions to address training and workforce challenges	3.5 Build key alliances and partnerships to facilitate improvements to international intensive care communities	
1.6 Support and develop our Fellows and Trainees as educators in intensive care medicine	2.6 Foster a culture of clinical excellence, where continuous quality improvement initiatives and research inform clinical practice		
1.7 Enhance timely trainee progression through appropriate support mechanisms			

Enablers	
E1	A capable, dynamic, collaborative and forward-thinking team and culture that embraces our vision, purpose and values
E2	An engaged Membership base that actively contributes to College functions and operations
E3	A strong governance framework that is contemporary, streamlined and fit for purpose
E4	Accurate data and reliable, future ready ICT infrastructure
E5	Robust systems and processes that are transparent, efficient and continually evolving
E6	A financially viable and sustainable organisation
E7	Environmentally sustainable practices that are embedded in College activities and functions