

# CICM

## Vision, Purpose and Values statement



COLLEGE OF INTENSIVE CARE MEDICINE

# ACKNOWLEDGEMENT OF COUNTRY

The College of Intensive Care Medicine of Australia and New Zealand (CICM) acknowledges the Wurundjeri people of the Kulin Nation as the Traditional Custodians of the lands upon which our main office is located. We pay our respects to ancestors and Elders, past, present and future, for they hold the memories, traditions, culture and hopes of Aboriginal and Torres Strait Islander peoples of Australia.

In recognition that we are a bi-national College, CICM acknowledges Māori as tangata whenua and Treaty of Waitangi partners in Aotearoa New Zealand.



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**The College of Intensive Care Medicine** is the body responsible for intensive care medicine specialist training and education in Australia and Aotearoa New Zealand. We have over 1200 Fellows and several hundred trainees throughout the world, and we graduate between 50 and 60 new Fellows each year.

The College provides continuing medical education, professional development, maintains standards and advocates for Fellows' needs to governments and the community. We provide a high-quality training program, with supervision of clinical training, administration of assessments, and a range of workshops and courses. We advocate for health and social policies to improve the healthcare of all Australians and Aotearoa New Zealanders.

The College ensures patients are treated by well-trained, qualified intensive care specialists, in both general and paediatric intensive care medicine, who continue to improve their skills, qualifications and clinical practice through continuing education.



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## OUR VISION

All critically ill patients receive optimal care.

## OUR PURPOSE

To support our members to be leaders in intensive care medicine training and professional standards.

## OUR VALUES

Our values are central to how we think and behave with each other, with our members, with our stakeholders and with our community.



### Partnership mindset

We collaborate internally, with our members and with external partners to use the skills and strengths of each individual to increase our impact and effectiveness.



### Professional approach

We behave with honesty, integrity, and transparency. We continually strive to improve and bring best practice into our work.



### Personalised Connection

We provide a strong member experience. Our interactions with our members and with each other demonstrate care, kindness and value every individual.



### Passion for our Purpose

We show commitment to our impact on the community, the wider health sector and the environment.

CICM has **three flagship principles** that underpin everything we do. These major areas of focus are an integral part of all College activities that are undertaken.

**Leading workplace culture and wellbeing for all our members.**

We know that workplace culture has a huge impact on the quality of life for our members, their colleagues, and the patients and communities they serve.

We will be ensuring we drive best practice and high standards in culture, behaviour and wellbeing across every program, service, and decision we make as a College. Everyone has a right to feel safe and supported at work. This includes not only programs around culture and wellbeing, it includes the standards we expect of, and support for, individuals and units, and practical improvements in diversity that will ensure the intensive care workforce is inclusive and meets the needs of our diverse members, including our female, Aboriginal and Torres Strait Islander and Māori members.

**Evolving our training, education and assessment to reflect future clinical and community needs.**

We take our responsibility seriously in ensuring the education, training and assessment of our intensivists is producing world-leading clinicians. We know that best practice is constantly evolving. We will remain responsive to the needs of our health care systems as well as our trainees in evolving our approach to education, training and assessment. It will reflect, adapt to, and shape best practice. Our focus will be not just on the structure for our training and assessment, it will also place more emphasis on our educators and our workplaces. Community expectations of clinicians and the models of care they work within are changing, and we will ensure that our training continues to evolve to meet the changing needs of our diverse communities.

**Engaging our members through innovation and technology.**

We strive for and depend upon a highly engaged and active intensive care community.

The College's success to date has been built on a supportive, proactive and committed community of members. As we grow and adapt to the future, we must maintain the support and engagement of our members, both fellows and trainees. We will expand the way we deliver our services to support growth and innovation, particularly with our services and digital technologies. In doing so we want every member to say that the College is relevant, rewarding and useful.

We need to be future-ready while maintaining and growing our emphasis on support and personal interaction and care for all our members.

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Our values underpin everything we do and with these in mind we have developed **four pillars** that shape our priorities. These pillars will form our direction and support our mission and purpose.



### Pillar 1: Best Practice in Education, Training and Assessment

We need to continually evolve how we deliver and assess our training program to produce world-class intensivists.

This pillar sets out our key initiatives that evolve our education and training programs, our approach to modernising assessment, and the support for our educators and Supervisors of Training to achieve it.



### Pillar 2: Highest Professional Standards

We want to be credible and trusted leaders in the areas of professional standards, intensive care culture and continuing professional development.

This pillar builds on our solid foundation of member engagement. It also promotes cultural safety and diversity throughout the specialty by supporting a diverse workforce.



### Pillar 3: Advancing equitable access to intensive care

We want to enhance the role of intensive care and expand our reach in the community.

This pillar involves engaging with rural and regional areas to ensure equitable access to critical care through workforce levers, building productive reciprocal relationships in the critical care community to achieve better outcomes for all patients and raising the profile of intensive care across Australia and Aotearoa New Zealand to increase our relevance and grow our influence.



### Pillar 4: Maturing our Internal College Capabilities.

In order to deliver this strategic plan, we need to evolve and mature our internal functions to ensure the College has robust and future-ready governance, systems, workforce and technology.

This pillar supports the College to continuously evolve and improve in line with the strategic directions.

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### Best Practice in Education, Training and Assessment.

- Progress towards programmatic assessment.
- Ensure a robust and evidence based assessment process.
- Progress structured pathways for trainees.
- Develop and implement dual training programs.
- Develop an online community of Fellows and trainees to deliver online education programs.
- Support and develop our Fellows and trainees as educators.



### Highest Professional Standards.

- Drive the highest standard in workplace culture.
- Develop and promote an innovative and flexible lifelong learning program.
- Adopt and promote consistency for cultural safety across all aspects of the College.
- Promote diversity, inclusion and equal representation throughout the College.
- Partner with relevant bodies to drive optimal workforce requirements in intensive care.



### Advancing equitable access to intensive care.

- Increase our focus on health inequity in Aboriginal & Torres Strait Islander and Maori peoples and communities.
- Raise the public profile and increase the support of intensive care in the community.
- Promote and enhance value of intensive care in Rural and Regional areas and Aotearoa New Zealand.
- Improve collaboration with government.
- Expand international reach and influence through partnerships.



### Maturing our Internal College Capabilities.

- Embed a culture of quality improvement.
- Implement our digital strategy.
- Develop and evolve our workforce capabilities, capacity and engagement.
- Continuously evolve our governance structures and processes.
- Implement environmentally and socially responsible work practices.
- Ensure the college is financially sustainable.

## OUR VALUES

Partnership mindset

Professional approach

Personalised connection

Passion for our purpose



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