

How to apply

This document will assist you in completing your application for a Queensland Intensive Care Training Pathway position.

Documents relating to intensive care pathway recruitment are available on the pathway webpage: [Queensland ICU Training Pathway](#)

What is the intensive care training pathway?

In Queensland, intensive care training positions are managed through the Queensland Intensive Care Training Pathway.

The pathway:

- provides centralised selection and allocation of intensive care medicine trainees to accredited adult and paediatric intensive care units in Queensland
- assists trainees' progression through the College of Intensive Care Medicine of Australia and New Zealand (CICM) training program with the effective use of hospital training positions in Queensland
- where possible, will arrange anaesthesia and medicine placements that are required as part of the training program
- aims to match trainees to positions considering individual training requirements, preferences and workforce demands
- improves statewide consistency and quality, in association with trainee equity, flexibility and choice.

To become a CICM trainee you need to register with the college [CICM](#). The college is responsible for setting the training curriculum and assessment standards for doctors pursuing a career in intensive care medicine.

Eligibility criteria

1. Registrars currently on the Queensland Intensive Care Training Pathway
2. New applicants:
 - General registration with the Medical Board of Australia prior to commencement on the pathway (2nd February 2026).
 - Registration with the College of Intensive Care Medicine of Australia and New Zealand or eligible to register after completing six months experience in a CICM accredited unit.
 - Three years or more postgraduate clinical experience, preferably with some experience in critical care medicine. (PGY4 at commencement on the pathway).

Trainees from other specialist training colleges who are seeking a short-term intensive care rotation should NOT apply for an intensive care training pathway position. You should instead contact individual unit directors directly to negotiate these placements.

Selection criteria

The intensive care training pathway selection criteria are based on the CanMEDS framework and designed to encompass the attributes required for an intensive care medicine trainee. Pathway applicants will be assessed on their ability to demonstrate appropriate competency in the following roles:

1. **Medical Expert** - basic knowledge and appropriate clinical skills required to function as intensive care registrar
2. **Communicator** - effective written and verbal communication skills with patients, families and other health care professionals, including those from culturally and linguistically diverse backgrounds
3. **Collaborator** – ability to work in inter-professional teams and demonstrates problem solving and conflict resolution skills
4. **Manager (Leader)** – demonstrates leadership skills and has demonstrated an involvement in quality assurance activities and an understanding of the responsibilities of an intensive care trainee with regards to resource allocation and relevant human resource issues.
5. **Health Advocate** – has an understanding of the intensive care trainees responsibilities to advocate for patients, families and the community.
6. **Scholar** - involvement in teaching, research and understands the trainee's responsibilities in terms of clinical supervision and mentoring
7. **Professional** – demonstrates personal probity, and an understanding of ethical principles and local legal frameworks required to deliver the highest quality care with integrity, honesty and compassion

Key dates

Application period
Applicant interviews

Monday 2nd June to Monday 30th June 2025
15th and 16th July 2025

Pathway application process

Applications must be submitted online through the [Queensland Health RMO Campaign](#) during the period specified above. Late applications are not accepted.

All applicants seeking an intensive care training pathway position are required to answer a set of questions relating to pathway recruitment (in step 6 of the RMO Campaign application)

Select 'Yes' to the first pathway question and complete all subsequent questions.

Are you applying for a position on the **Queensland Intensive Care Training Pathway**?

Visit the [Queensland Intensive Care Training Pathway](#) website for further information to assist with your application. *

☒ Yes
☐ No

If you are seeking a short-term or non-pathway intensive care placement, you will need to select NO to this option.

New applicants

New pathway applicants will be required to upload an intensive care training pathway specific application form to their RMO application. The application form can be found on the [Queensland ICU Training Pathway](#)

Current trainees

Current trainees:

- have previously been offered and accepted a position on the pathway in Queensland in the last 12 months
- or are a dual trainee who has deferred a position.

Current trainees are required to nominate one of the following pathway **rotation** preferences for term 1 and term 2:

- intensive care medicine
- paediatric intensive care
- medicine
- anaesthetics

It is highly recommended that you discuss your specific training requirements with your local supervisor of training. This discussion should guide you towards which rotation to request. While your rotation preference can assist the pathway in determining the necessary rotations, it does not guarantee placement. If your application for an anaesthesia or medicine rotation is unsuccessful, you will be considered for an intensive care rotation.

Preferences – pathway intensive care facilities

All applicants are required to preference an accredited intensive care facility from the drop-down list of hospitals available. This list is NOT for medicine or anaesthesia rotations.

Applicants will be asked to preference three (3) intensive care facilities. Your preferred facility should be selected as your first preference and your least preferred facility should be selected as your third preference. **You must only preference facilities that you would accept if offered to you.** Further information about each unit is available in the *pathway training hospitals* document on the pathway website.

Due to competition for positions in metropolitan units, applicants are encouraged to consider preferencing regional units which offer a varied case mix supported by a strong educational training program.

RMO Campaign preferences

In addition to your pathway specific preferences, applicants are required to nominate **position** preferences.

IMPORTANT: To be considered for a pathway position you **MUST** nominate the following as your first preference:

- Facility – college/pathway/network (determined)
- Speciality – intensive care medicine or paediatric intensive care
- Sub-specialty – ICU (Training pathway) or PICU (Training pathway)

If you are a current pathway trainee:

- a. **requesting an anaesthetic rotation**, you should nominate your **first preference** as *college/pathway/network (determined)/registrar/intensive care medicine*. Note: You will only be considered for an anaesthetic rotation via the pathway if you are registered with the CICM.
- b. **requesting a medicine rotation and you would like the pathway to organise your rotation** you should nominate your first preference as *college/pathway/network(determined)/registrar/intensive care medicine*.
- c. **requesting a medicine rotation and you plan to organise your own medicine rotation**; you should nominate the following as your first preference:
 - facility - your nominated **medicine facility**
 - position - **registrar** or **principal house officer**
 - speciality - **medicine**
 - sub-specialty – nominate a **sub-specialty** (do NOT select Basic Physician Training option)

Preferences two to five

To ensure that you may be considered for an alternative Queensland Health position should your application for the pathway be unsuccessful, you are advised to nominate non-pathway positions (e.g. PHO in intensive care, SHO etc.) for preferences two–five within the RMO Campaign preference section.

Curriculum vitae

You will be asked to upload your current curriculum vitae (CV) in the RMO Campaign application: the standard Queensland Health template [Medical Practitioner CV](#) is recommended. Your CV should include information such as clinical experience to date, involvement in professional, leadership and extra-curricular activities, and participation in teaching and research.

Referees

You are required to nominate **two referees** as specified below:

1. your current or immediate supervising consultant
2. other supervising consultant who has observed your daily clinical work.

Important points

- Your referees must be able to comment on your skills and experience and have **worked with you directly within the last two years**.
- At least one referee—but ideally both—must have **directly observed your clinical skills**.
- You must **seek approval** from your referees before providing their details.
- Information provided by your referees will be used in conjunction with your application to determine your suitability for appointment to a pathway position. It is therefore **critical that both reports are received** in order for applications to be considered complete and assessable.
- You will be responsible for **following up receipt** of your reports with your referees.
- You must ensure that your referees will not be on leave during the application period (early-June–early July) and that you have spelt their details correctly, particularly their email address.

Selection

The recruitment and selection process will comply with relevant Queensland Health human resource policies including the principles of equal employment opportunity. All applications to the pathway will be reviewed by the Intensive Care Training Pathway Oversight Committee. The committee uses assessment criteria to determine [eligibility](#) and [suitability](#) of applicants for appointment to pathway positions within Queensland Health.

- Current pathway trainees will be subject to a satisfactory annual performance review by their unit director and supervisor of training prior to reappointment each year. Current trainees with performance issues may be required to attend a meeting with their supervisor of training and the pathway medical advisor and should not assume that they will be offered a position: training places will be awarded based on candidate performance and training needs.
- Successful applicants will be ranked according to suitability based on the application form and interview assessment scores.

Interviews

New pathway applicants will be required to attend an interview. The Pathway team will contact you via email to advise details of your virtual interview.

Allocation

Selection will be overseen by unit directors. Positions will be allocated based on your suitability ranking in accordance with the applicant's preferences, training requirements and workforce needs.

Applicants must also satisfy Queensland Health [Queensland Health requirements to practice](#) to be eligible for appointment.

Appointment

Successful pathway applicants will be allocated to a training facility for 6–12 months and will be notified of the selection outcome at the conclusion of the pathway selection process.

Appointments (employment contracts) will be arranged annually by the employing facility.

Note: The late renegeing of pathway allocations without reasonable cause is considered extremely unprofessional behaviour and will affect your future employability in Queensland.

Appeals

The pathway is governed by Queensland Health, and Queensland Health's human resources policies provide the framework for the resolution of complaints, appeals and access to feedback on recruitment and selection decisions. The pathway appeals document on the pathway webpage provides an overview of this framework.

Special considerations

Managing and supporting trainees: deferring from training / changes to personal circumstances. It is a condition of appointment to the Queensland Intensive Care Training Pathway that successful applicants commit to the Pathway for the duration of their training. In the event that circumstances affect a pathway trainee's ability to comply with this condition, the applicant can apply for [special consideration](#) to defer from the pathway. Applicants must submit documentation regarding their circumstances for consideration.

Further information

Pathway:	Email: QldICUTraining@health.qld.gov.au
	Web: Queensland ICU Training Pathway
College training:	Email: cicm@cicm.org.au
	Web: CICM