

Health Education England SW Simulation Network

Simulation and TEL Project Application Form 2021

Introduction

Health Education South West Simulation Network (HEESWSN) has been allocated funding for projects which will seek to develop multi-disciplinary education through the use of innovative educational technologies across the South West region. Such projects will usually be based around simulation-based education, but might also include e-learning programmes, virtual reality technologies and others.

Funding will usually be in the form of Fellowships for one year, but other projects will also be considered subject to the scoring criteria. Where projects propose to appoint simulation technical staff, priority will be given to projects that utilise Apprenticeship schemes, and which will deliver training pathways in line with the RSCiTech qualification (<https://sciencecouncil.org/scientists-science-technicians/which-professional-award-is-right-for-me/rscitech/>).

The projects must support the development and delivery of multi-professional educational projects and initiatives throughout the South West region within NHS providers, HEIs, social care or other healthcare settings. Any resources developed through these projects must be shared with other NHS providers, for instance using the iRIS platform. All proposed projects must align **with at least one of the 5 Simulation Network**

- **Multi-agency Simulation Activity**
- **Simulation Technicians**
- **Research**
- **Virtual Simulation, Digital Technologies and Innovation**
- **Standardised Patients.**

Project leads must be supported by an executive sponsor from their host organisation and will be expected to submit quarterly reports to HEESWSN. HEESWSN will support the project team with a dedicated mentor drawn from the Network, and the team will be encouraged to share their progress with the other successful project teams at Network meetings.

Project funding will incorporate funds to execute the project (such as a salary for the Fellowship position) and other costs that are deemed necessary. Purchase of simulation equipment will be not usually be funded, but applicants are welcome to incorporate requests for specific items of equipment within the overall bid.

HEESWSN will convene a Simulation Project Selection Committee who will be representative of the Network and will include members from a diverse range of backgrounds. The committee will be tasked with assessing bid applications and the final group of successful bids will be selected based on merit.

Division and management of the funds

The intention is to spend the funding supporting Trusts, NHS providers and other healthcare organisations in establishing educational projects with demonstrable human factors, patient safety and quality improvement benefits for multi-professional workers within their organisation and across the SW region, or supporting development of a safe and capable workforce, preventing ill health and supporting healthier lives. Furthermore, HEESW proposes that organisations explore the sustainability of these posts with the intention of permanently funding the role after the 12 month funded post ends.

Simulation Fellowship roles may be drawn from medicine, nursing or other healthcare professional backgrounds. Technician posts funded as part of this funding stream should be open to all eligible applicants and should be linked to Trust Apprenticeship Schemes where possible. Technician posts do not normally have to be filled by individuals with a clinical background, but the range of technician roles is wide and all suggested posts will be considered. Funding will be available for a maximum of £30,000 per project. Priority will be given to projects that target groups or organisations that have limited access to simulation-based education or other TEL interventions.

Criteria and contractual obligations for bids

Bidding organisations are obliged to provide suitable professional continuing support for a fellow, technician or other staff member employed as part of the project. It is imperative that there is time set aside that enables the fellow/technician to convene at least **weekly** with a project lead or mentor from their organisation. They should also be provided with appropriate resources to support the project – information and a proposed outline about these must be detailed in the bid.

HEESWSN will provide a named member of the Network who will be the liaison between the Network and each project, and who will provide external mentoring and guidance as well as receiving project reports and updates, as detailed below. We would anticipate that the Network Liaison would have contact with the fellow/technician and project lead on a monthly basis, with quarterly face-to-face meetings, and agreement to this is a fundamental requirement in order to receive funding.

The bid must include a detailed section describing how the fellow/technician and/or the project they undertake will improve the quality of patient services and enhance patient safety, and how this will be shared across the South West region through HEESWSN. All projects will be expected to develop multi-professional and multidisciplinary groups in their work, ensuring full inclusion of medics, nursing, AHPs and other organisation employees.

Full co-operation and participation is required from all organisations, fellows/technicians and mentors with the use of iRIS (www.irishealthsim.com). This is a web platform to developing, collaborating and sharing of simulation and education resources.

All healthcare workers engaged in SBE in the South West region can have access to the system and this will be arranged for all successful applicants if they do not already have access. All scenarios and learning materials developed must be uploaded to the iRIS system for collective use where appropriate.

Whilst all fellows/technicians, project leads and other staff appointed through this funding stream will be employees of the bidding organisation and not of HEESW, it is a prerequisite of the bid that good communication is fostered and maintained with the Simulation Network and the Associate Deans for Simulation.

A detailed quarterly update is required from each project. This is essential to ensure a regular review with risks and issues at the end of each quarter is reported to HEESW via the Network Liaison. An end of project form detailing outcomes and benefits must be completed to demonstrate for value for investment.

Meetings of the HEESWSN will be held quarterly throughout the year, and attendance at these meetings is mandatory. Additional meetings will be organised to support development of the fellows/technicians and project leads within their roles, provide a forum for sharing practice and activity and offer educational development. Projects also undertake to present their project at the annual South West Simulation Network Conference, held in October of each year (next due to be held in October 2022).

A project lead and executive sponsor is a precondition for each bid. Assurances will be required from these individuals that the project has full support from the organisation and all parties involved from each division that the project crosses.

Finally, projects must be novel and not previously funded through the HEESWSN – the funding is strictly for one year only and will not be recurring.

Guidance on completion of the application form:

- Applications should clearly outline the planned Human Factors, Patient Safety and Quality Improvement objectives to be addressed through a simulation-based or other TEL educational intervention.
- Priority will be given to projects which include strategies to train disciplines or groups that do not currently have access to this type of training or are based in organisations without established access to this type of training.
- Priority will be given to projects which support clinical placements in health and social care organisations.
- Priority will be given to projects that take a multi-disciplinary approach to training.
- Priority will be given to projects that incorporate innovative technologies or other educational methods.
- Priority will be given to projects that will prevent ill health and support healthier lives.
- Priority will be given to projects that will enhance healthcare resources across the South West region.
- Priority will be given to projects that involve partnerships between organisations and between the NHS and private enterprise.

Identified professional background of fellow/technician, project lead and other proposed project staff

- Applications should clearly state the professional background of all staff who are to be involved in the project, or the proposed background of staff that are planned to be recruited. In situations where the fellow/technician has already been identified their details should be included in the application. In most situations it would be expected that the project lead will provide mentorship to the fellow/technician, but if this is not the case then proposals for how the fellow/technician will be mentored should be included. Applications where mentoring arrangements for the fellow/technician have already been identified will be favourably reviewed.

Organisational resources to support fellowship

- The bidding organisation should outline the resources available to support the project in terms of infrastructure, support staff including mentoring systems and access to equipment to implement the project. In situations where resources are not yet in place applications should be accompanied with a business plan outlining organisational funds identified and steps being taking to ensure resources will be in place.

Support from the Organisation leadership

- Applications should identify how the objectives of the project align with the strategic intent of the organisation. In addition, written support from leadership (an executive sponsor) of the bidding organisation must accompany the application along with information about how the post will be professionally supported.

Level/grade of Fellow (eligibility for Simulation Fellowships)

- Positions will be open to all health and care professionals across the Southwest. Please state clearly in the bid application the staff group, grade and/or level of the proposed Fellow. In cases where an organisation's application for funding has identified the professional background of the proposed Simulation Fellow to be medical, only postgraduate trainees of the level ST4 and above will be considered. Where the organisation has proposed a Fellow from another professional background they must hold a band 6 post or above during the fellowship. SAS and non-training grade medical Fellows should be ST4 equivalent or higher. An exception may be made in situations where the proposal is to employ a simulation technician at a lower band than Band 6, but in this case it would be expected that the technician would not be the Project Lead. Where funding is not sufficient to employ the fellow on a full-time basis, there should be a plan for employing them in a less than full time capacity and making up their hours with clinical work or through other means.

Scoring of applications

Applications will be assessed with a score of 1-5 on each of the following criteria:

- Detailed description of objectives and scope of the proposed project
- Potential contribution of project to improve patient safety and outcome
- Potential for the project to increase opportunities for clinical placements in health and care settings

- Clear commitment to the multiprofessional nature of the project and its goals
- Information about how the project/intervention links with Trust and HEESWSN objectives/workstreams
- Potential for benefits to the wider healthcare network across the South West
- Comprehensive description of implementation methodology and timeline of the initiative
- Detailed information about the level of support and resources that will be in place in the organisation to ensure success of the project
- Details of the named mentor for the simulation fellow/technician, including their experience in simulation, human factors, quality improvement and patient safety activities
- Clear and detailed description of how monthly progress reviews will be carried out
- Evidence of support from leadership of proposed clinical implementation area (detailed letter of support to be included)
- Clear plans for the evaluation of impact identified
- Thorough plan for disseminating the results from the project described in detail

Application process

Proposals for consideration (including this form and supporting documents) should be sent by email to PenADAdmin.SW@hee.nhs.uk by 12 noon on Friday 30th July 2021. Scoring and evaluation will be completed during August and shortlisted applicants will be notified as soon as possible. Successful projects will receive their funding from HEE in before the end of 2021. Projects should be able to commence before the end of the 2021-22 financial year.

Proposals must be submitted using the pro-forma in this document and will be assessed using the criteria listed above. The decision to shortlist a project proposal will be based upon the quality and relevance of the submitted information on this form. Please complete HEE South West Project Initiation Document (page 5-8 Brief PID value less than £10,000 or Full PID for greater than £10,000, pages 5-15). HEESW PID **must** also be completed, and will form the basis of ongoing project management through HEESWSN if the project is successfully funded (PID Part 2 pages 12-14). In addition, please complete the additional application questions on page 15.

Requests for further information and any queries about the application process should be directed to the Associate Deans for Simulation – Wai-Yee Tse and Dan Freshwater-Turner (wai-yee.tse@nhs.net or dan.freshwater-turner@uhbw.nhs.uk)

Please complete the HEE South West Project Initiation Document and additional application questions (please note that the additional application questions should be completed for **both Brief or Full PIDS**) below:

HEE South West Project Initiation Document

PART 1 – Initiation and Review - To be completed for Review (And then updated during Project Delivery as necessary)

(Please refer to guidance document to aid completion)

Section 1 – Summary					
Funding Year:	2021-22	Project Title:	Simulation Fellows to support Avatar Simulation		
Funding Required from HEE:	£24,586	Organisation to receive funds:	Cornwall Partnership NHS Foundation Trust		
Total project value:	£34,586	Other Funding Bodies:	Cornwall Partnership	Value:	£10k
NHS Priority:	Cross System (ALL)	Main staff group impacted:	Multi-disciplinary Teams	Primary aim:	Improve patient experience
Start Date:	01/12/2021	End Date:	30/11/2022	Revised End Date:	Select date
Project Manager - Name and Title:	Alan Jervis, Head of Education and Training		Email Address:	alan.jervis@nhs.net	
Project Manager - Organisation:	Cornwall Partnership NHS Foundation Trust		Contact Number:	01208834494	
Provide a short summary for the use of these funds including the output:	<p>Funding will be utilised to support the release of 2 Band 7 Simulation Fellows to work in total 0.4WTE to develop the use of Avatar Simulation to improve communication skills related to challenging conversations which will have impact upon patient care across all of our multidisciplinary teams.</p> <p>Additional funding will be provided by CFT to support the purchase of equipment and the provision of facilitator training to ensure the sustainability of the project.</p> <p>The additional capacity will also support the continuation of our successful Point of Care Simulation programme – care and management of the deteriorating patient within our Community and Mental Health wards during the role out of our Avatar Simulation project.</p>				

Geographical Area Covered:		<input checked="" type="checkbox"/> HEE Region: South West <input checked="" type="checkbox"/> ICS: Cornwall <input type="checkbox"/> Training Hub: Please Select <input type="checkbox"/> Other... <i>please overwrite...</i>			
HEE Star:	Upskilling	COVID-19 Related:	Please Select	People Plan:	5. Growing and Training our Future Workforce
<i>For ICS projects:</i> Is this project aligned to all ICS Diversity and Inclusion Plans?					N/A
Please provide, if appropriate, a short summary:					
<i>For HEE projects:</i> Is this project aligned to the HEE SW Diversity, Inclusion, & Participation Business Plan?					Yes
Please provide, if appropriate, a short summary:		This bid will improve inclusion by operating in areas of high social and economic deprivation within Cornwall and Isles of Scilly.			
Does this project contribute to widening participation in the healthcare workforce?					Yes
Please provide a short description:		This project will develop and sustain capacity within providers to support learning environments for the future and existing workforce.			
Is Expert by Experience (EBE) included within this project?					Yes
If yes, how? If not, please explain why?		The project will link with our Patient Experience Team to ensure the education is coproduced Avatar simulation will involve patients during learning conversations wherever possible.			

PID Completed By: <i>(Name, Email, Job Title & Organisation)</i>	Alan Jervis, alan.jervis@nhs.net , Head of Education and Training, Cornwall Partnership NHS Foundation Trust	Date:	28/07/2021
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HEE SW PPMO Internal use only:

Date Received by HEE PPMO:	Select date	HEE REF number:	
HEE SRO/PL/SRM/THB&DM:		HEE Programme/Priority/Theme:	
Date Reviewed by HEE:	Select date	Review Outcome	Please Select

Section 2 – Briefly outline why this funding is required?

Background / Need:

Like other community healthcare Trusts, CFT faces challenges in establishing a robust and blended educational training programme to its staff. Part of the problem is having limited opportunities for the provision of a truly multidisciplinary approach to learning in our community and mental health areas, which is amplified by our counties rurality and wide geographical spread. The effective use of technology enhanced learning and simulation has been identified as a key priority in supporting the development of the healthcare workforce for many years. Investing in robust and innovative education and training delivery will provide a highly skilled, cohesive workforce that can deliver consistent, safe and effective patient care. These funds will enable development of a programme to align medical and non-medical education streams, that can be provided in situ and remotely at various localities, providing an exciting opportunity to ensure processes are in place that can fully support quality multi -professional team working.

The importance of non-technical skills is now widely accepted across health organisations and their direct relationship to patient safety. Communication is one such non-technical skill with a variety of models/tools advocated within healthcare to assist and improve timely and effective communication. Despite this, ineffective communication is a common and recurring factor contributing to many patient related incidents that impacts on patient quality and care. The need to improve communication skills within the healthcare workforce is not restricted to our Trust, or indeed our region. One priority of this project team is that outcomes and learning will be shared with the healthcare community locally and nationally.

Rationale:

Utilising learning from difficult conversations, this project will ensure development of an educational programme to embed key concepts to multidisciplinary teams to enhance the quality of care delivered and has potential to reduce further errors. This form of education does not rely on actors so can be delivered opportunistically by facilitators therefore providing more flexibility to where and when education occurs. This is vital as educational delivery is regularly constrained by operational pressures. Developers have also created a version of the Avatar Simulation that can be delivered remotely using the Microsoft Teams. This has obvious benefits during the continuing COVID pandemic however this could also support wider access in future to teams working more remotely or in isolated locations across Cornwall. It creates accessibility to timely and cost effective education without depleting the workforce for long periods due to the need for travel/face to face training.

Support will be provided to develop additional facilitators using the Avatar Simulation equipment. This will involve faculty development in the use of the Learning Conversation, debrief modalities

Section 2 – Briefly outline why this funding is required?

	<p>and exploring how human factors can impact upon communication. Technical support will be provided by existing members of the Education and Training Team.</p> <p>This project will be driven by 2 Band 7 Simulation Fellows. Both are experienced educators with acute and community backgrounds and have proven experience in dealing with situations where communication is fundamental to staff learning and improvements in patient care. They have previously delivered successful projects related to simulation education in both acute and community Trusts. They will work 0.4 wte in support of the project. Two Fellows working closely together will provide the project with increased resilience and diversity.</p>
<p>Scope (including benefits to the wider healthcare network across the South West)</p>	<p>This project will support the development and sustainable delivery of Avatar simulation within Cornwall Partnership NHS Foundation Trust whilst enhancing our Point of Care simulation programme. The delivery will take place within our community and mental health areas to undergraduate and postgraduate multidisciplinary teams, including registered and support staff along with allied healthcare professionals.</p> <p>Additionally, this project will enhance collaborative work with our partners in the acute trust and, it will also be offered to other agencies ie GPs / care homes for a system wide approach as per existing agreements to share educational resources for the benefit of the system.</p>
<p>Alignment to other strategies (including Information about how the project aligns with Trust and HEESWSN objectives (including the five HEESWSN workstreams):</p>	<p>This project supports HEE National Strategic Vision for simulation and immersive technologies in health and care.</p> <p>The education and training department’s mission statement which we are committed to achieve is: <i>“The provision of education which supports and empowers our people to deliver the highest quality of care to our patients.</i> This project would contribute to meeting this vision.</p> <p>The need to improve communication skills within the healthcare workforce is not restricted to our Trust or region and outcomes from this project will be of interest nationally.</p>

For PIDS with a Total Value less than £10,000 please now complete [Section 3](#).
 For PIDS with a Total Value greater than £10,000 please now complete [Sections 4-8](#)

Section 3 – ** Only Complete for PIDs with a Total Value of less than £10,000 **		
High Level Costings Breakdown:	Milestones	Anticipated Cost
		£
		£
		£
		£
	TOTAL:	<u>£Total</u>
What will be measured or evidenced to demonstrate impact of this investment?		
How will this project be evaluated to understand the benefits realised from the investment?		

End of Part 1 (Brief PID)

Section 4 – How and what will be measured to demonstrate benefit / impact?

Please outline what SMART measures / KPIs you will use to monitor and assess the impact of this investment. (add additional rows if needed).

Provide Information for PID to be approved:

Provide Initial Information – then refine during Delivery of Project:

Ref	Beneficiary(s) (Who will benefit from this project)	Benefit Type (How will people benefit from this project)	Benefit Classification	When do you expect to realise this benefit?	How will the anticipated benefit be measured?	What is the baseline for comparison?	What is the projected outcome / target?
1	MDT Teams	Provision of Avatar Simulation education as detailed within this document	Quantifiable Benefits (but not monetisable)	Upon project completion (end date)	Sessions delivered and number of participants	0	30 sessions, 300 participants
2	Simulation Facilitators	Develop skills relating to the provision of effective feedback during Simulation using the Learning Conversation	Quantifiable Benefits (but not monetisable)	Upon project completion (end date)	Number of facilitators supporting and delivering Avatar Simulation	0	10 Facilitators
3			Please Select	Please Select			
4			Please Select	Please Select			

Section 5 – If the project will deliver Training Modules (upskilling), please complete the table below:

Course / Module Title	Training Provider	Accreditation Status	Start Date	End Date	Total Cost	Number Plan	Number Completed
		Choose an item.	Select date	Select date	£		
		Choose an item.	Select date	Select date	£		

Section 6 – What is the Plan to deliver this funding (milestones)?

Please list the milestones you plan to deliver with timescales and anticipated costs.

Please also note that evaluation is a mandatory final milestone.

PLAN				ACTUAL			
Milestones	Start Date	End Date	Anticipated Cost (£)	Expenditure (£)	Diff (£)	Forecast (£)	Status
1. Release Simulation Fellow	01/12/2021	31/10/2022	£24,586	£	£	£	Not yet started
2. Purchase of Avatar Simulation equipment (CFT)	01/09/2021	30/09/2021	£8,000	£	£	£	Not yet started
3. Learning Conversation Development (CFT)	01/03/2022	02/03/2022	£2,000	£	£	£	Not yet started
4.	Select date	Select date	£	£	£	£	Not yet started
			£34,586	£	£	£	

Section 7 - Project Evaluation – Dissemination – Sustainability

Description of how monthly progress review will be carried out	Specific project targets will be set over the coming year. At the end of each month a report will be prepared to the team/funding lead as to whether that months agreed targets were met and any threats and risks to the coming month.		
Provide a summary of the evaluation methodology that will be used to evaluate this project:	Staff evaluation questionnaire (pre and post) Focus groups to evaluate impact and revisit learning at 6 months. Attendance monitored through the Trusts Learning Management System.		
Will evaluation be internal or external? <i>(If over 100K, external evaluation required)</i>	Internal	Name of external organisation conducting the evaluation:	NA
Please provide details of how you will measure the impact:	Focus groups to evaluate impact and revisit learning at 6 months. Monitoring of incidents within pilot areas and groups		
How will the findings/successes/lessons learned from this project be shared?	It is anticipated that the project team will submit an article to an appropriate journal. Submission of poster/presentation at relevant conferences. By involvement in local and national patient safety and simulation forums.		

<p>How will the learning from this project / investment be continued over-time? (i.e. sustainable / business as usual / mainstream)</p>	<p>Outcomes & learning from the project will be used to develop a sustainable educational programme.</p> <p>Education and Training Team staff members involved will be released in future to support simulation. The project will involve the development of other trust staff to facilitate simulation education.</p>
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Section 8 – What are the identified Risks to the delivery of the milestones (section 6), and the potential disbenefits from this project/ investment succeeding and how will these be mitigated?

Definition: A risk is an event that has not yet occurred but will negatively impact delivery of the investment objectives.

Ref	Risk Description	Date Identified	Severity 1 (low) – 5 (high)	Likelihood	Total risk score Severity x likelihood	Mitigating action	Risk Status
1	COVID Surge	20/07/2021	5	3	15	Flexible remote provision where appropriate.	Open
2	Staffing Shortages within clinical areas	20/07/2021	3	4	12	Short opportunistic education can be provided. Although time is required to familiarise staff with equipment and methods used during Avatar Simulation.	Open
3		Select Date	Select Score	Select Score			Please select

End of Part 1 (Full PID for larger investments)

PART 2 – Delivery - To be updated quarterly after PID Approval (During Project Delivery)

Section 9 – Progress against the Project Plan						
<p><i>Please provide the spend (£) for this quarter and assign a confidence delivery status. Where ‘Off track’ or ‘Off track – intervention required’ is selected, an action plan must be provided to improve progress and ensure delivery of this investment</i></p>						
Period Covered:	Please select	Spend to date:	£	Confidence Delivery Status:	Please select	
Please review the following sections and tick when completed:		Section 4 – Benefits <input type="checkbox"/>	Section 5 – Upskilling <input type="checkbox"/>	Section 6 – Plan <input type="checkbox"/>	Section 7 – Evaluation <input type="checkbox"/>	Section 8 – Risk <input type="checkbox"/>
Progress Update: <ul style="list-style-type: none"> • What have you achieved in this period? • What has gone well / not well? • What is the impact? • What are you looking to achieve next period? 						
If ‘Off track’ Amber or Red, what SMART actions are required to improve progress and ensure delivery of this investment? Please note that this MUST be completed if the project status is Red or Amber.					Target Date	Select date
Name of Person Completing Update:			Role of Person Completing Update:			Completion Date
						Select date

PART 3 – Evaluation - To be completed after the Project Deliverables have been achieved.

Section 10 – Evaluation Evidence Checklist

Please tick to confirm each of the following has been completed and provide the date it was submitted to HEE SW PPMO along with the Name of the document which includes each section.

	Complete	Sent to PPMO	Document Name / Link
Has evidence of the evaluation including methodology, who completed, and data gathered been documented?	<input type="checkbox"/>	Select date	
Has work been completed to map the impacts of this project to anticipated and achieved benefits?	<input type="checkbox"/>	Select date	
Has work been completed to detail how this change will now be incorporated into Business as Usual?	<input type="checkbox"/>	Select date	

HEE SW PPMO Internal use only:

Date Evidence Received by HEE PPMO:	Select date	Evidence location(s):	
Date Project Closed:	Select date	Closed by:	

Change Control Record

Change Control <i>(add additional rows as required)</i>				
Section	What has been changed?	Date of change	Change made by	HEE Project Lead Approval (Date Approved)
		Select date		
		Select date		
		Select date		
		Select date		
		Select date		
		Select date		
		Select date		
		Select date		
		Select date		

Additional Application Questions:

<p>Description of implementation methodology and timeline of the project</p>	<ul style="list-style-type: none"> Avatar Simulation equipment will be purchased and in place before the start of the project. (Sept 2021) Support from an Education Officer (TEL) will be provided. (Existing post, ongoing) Recruitment to ensure release of Simulation Fellows (by Dec 21) First facilitator development session (Mar 22) First delivery of Avatar Simulation to MDT Team (Mar 22) Project Evaluation complete by Dec 22
<p>Organisational resources to support project (Consider – mentoring arrangements, equipment, place of work, access to work computer)</p>	<p>The Fellows will be based within: Education and Training Team, Carew House, Beacon Technology Park, Bodmin, PL31 2QN. However due to the nature of the organisation travel will be expected across the County to support the aims of this project. Appropriate desk space and IT facilities including laptop and phones are already in place.</p> <p>Mentoring will be provided by the Project Lead and monthly meetings will be held with the Fellows to provide support.</p> <p>Educational supervision and mentoring will be available relating to the development of education to support the learning conversations of facilitators. Avatar Simulation equipment will be purchased prior to project start date.</p>
<p>Brief outline of the support from the organisation's leadership and from the leadership of the proposed clinical implementation area (should include a letter of support from an Executive Sponsor)</p>	<p>This project will be monitored at the organisations Education Delivery Group. The Fellows are existing members of the Education and Training Team. In addition there will be monthly reporting to the organisations Executive People Committee where progress will be monitored. The development of Simulation and VR is a key objective for the organisation to support patient safety and ensure learning from adverse events is incorporated into the education delivered to teams. A joint letter of support from the Director of Nursing and Medical Director is attached.</p>
<p>Outline of the chosen fellow, technician and/or other staff (Consider Level/grade, current role, background. Please provide details of their working week)</p>	<p>Both Fellows are experienced Band 7 Nurse educators with considerable experience of developing and delivering simulation education. Each Fellow will work 0.2 WTE per week. Employing 2 fellows will provide resilience.</p>
<p>Details of named mentor for the Fellow with a summary of their experience in simulation, quality</p>	<p>Alan Jervis will provide mentorship to the Simulation Fellows. His clinical background is Operating Department Practitioner, and he has worked for the last 21 years in a clinical/educational role. He has established Simulation Education at the Countess of</p>

improvement, human factors and patient safety	Chester Hospital (2002-2010) and Salford Royal NHS Foundation Trust (2010-2017). He has been involved in Simulation Networks in various regions since 2009.
Agreement that training on the iRIS platform will take place within 1 month of fellow/technician commencing post	Agreed
Agreement that all documents, scenarios and training items used during the project will be placed on the iRIS platform	Agreed
Agreement that contact will take place with the HEESWSN Network Liaison at least monthly	Agreed
Agreement that quarterly progress reports will be filed with HEESWSN via the Network Liaison	Agreed
Agreement that the fellow/technician and/or project lead will attend quarterly Network Meetings and other meetings for funded projects where possible	Agreed one of the Fellows will attend the meeting.
Agreement that the Fellow and Project lead will complete a detailed annual/end of project report and will present the project outcomes at the HEESWSN Simulation Network Conference (or other similar event)	Agreed
Cost of project (staffing costs, other costs, total costs)	Total cost of the project £34,586 Staffing costs provided by HEE £24,586 Purchase of Avatar Simulation Equipment provided by CFT £8,000 Delivery of education to support the Learning Conversation for facilitators provided by CFT £2,000

END OF APPLICATION