

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:

Health Education England South West Simulation Network Project Proposal Form 2021-22

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:	2024-22 2022-23	Project Title:	<u>Researching the Impact of Simulation-based Education: an educational research opportunity</u>		
Funding Required from HEE:	£1 30 ,000.00	Organisation to receive funds:	University of Gloucestershire		
Total project value:	£1 30 ,000.00	Other Funding Bodies:		Value:	
NHS Priority:	Cross System (ALL) Cross System (ALL)	Main staff group impacted:	Multi-disciplinary Teams Multi-disciplinary Teams	Primary aim:	improve patient experience improve patient experience
Start Date:	10/01/2022 10/01/2022	End Date:	09/01/2023 09/01/2023	Revised End Date:	Select date Select date
Project Manager - Name and Title:	Dr Liz Berragan Academic Subject Lead Postgraduate Health and Social Care Practice and Postgraduate Research Lead		Email Address:	lberragan@glos.ac.uk	
Project Manager - Organisation:	University of Gloucestershire (UoG)		Contact Number:	07553630215	
Provide a short summary for the use of these funds including the output:	This proposal is requesting £1 30 ,000 to fund an educational research opportunity to measure the impact of simulation-based education (SBE) and the demonstrable human factors, patient safety and quality improvement benefits. This work aligns to:				

		<ul style="list-style-type: none"> • an existing One Gloucestershire co-produced placement capacity expansion project, • work in progress by the University to develop practice simulation placements led by a new Grade 9 role – Practice Simulation Lead, and • a bid from Gloucestershire Hospitals NHS Foundation Trust to establish a simulation fellow. 	
		<p>The funding will support the successful individual through a Masters by Research to achieve the following outputs:</p> <ul style="list-style-type: none"> ○ phased dissemination of findings from literature and research activity shared across the Trust, <u>the HEESW simulation network</u> through Research4Gloucestershire and <u>the Integrated Care System (ICS)</u> research workstream; ○ publication of papers during and on completion of MSc by Research; ○ research identifying impact of SBE within the Trust to inform SBE delivery, GSQIA and human factors faculty; ○ research capability within the Trust to support Trust and <u>UoG</u> ambitions to develop and support research activity amongst N&M and AHP professionals; ○ potential model for other HEIs and NHS Trusts across SW network to achieve supported SBE research; ○ opportunity to support student research placements (HEE rapid expansion of placements project). 	
Geographical Area Covered:		<input checked="" type="checkbox"/> HEE Region: <u>South West</u> <u>South West</u> <input type="checkbox"/> ICS: <u>Please Select</u> <u>Please Select</u> <input checked="" type="checkbox"/> Training Hub: <u>Gloucestershire</u> <u>Gloucestershire</u> <input type="checkbox"/> Other... <u>please overwrite...</u>	
HEE Star:	<u>Upskilling</u> <u>Upskilling</u>	COVID-19 Related:	<u>No</u> <u>No</u>
		People Plan:	<u>5- Growing and Training our Future Workforce</u> <u>5- Growing and Training our Future Workforce</u>

Commented [NA1]: Specifically UOG? If so, say UOG (I've listed acronym after org name above)

For ICS projects: Is this project aligned to all ICS Diversity and Inclusion Plans?		Please Select Please Select
Please provide, if appropriate, a short summary:		
For HEE projects: Is this project aligned to the HEE SW Diversity, Inclusion, & Participation Business Plan?		Please Select Please Select
Please provide, if appropriate, a short summary:		
Does this project contribute to widening participation in the healthcare workforce?		Yes Yes
Please provide a short description:		This project and its potential for dissemination and replication provides a fantastic opportunity for research engagement for non-medical staff, not only for the individual who is selected to complete the MSc but also for others. This will include the research team, healthcare practitioners who participate in the research study and health <u>and social</u> care professionals who attend project updates across the Trust <u>and HEESW Simulation Network</u> .
Is Expert by Experience (EBE) included within this project?		Please Select Yes
If yes, how? If not, please explain why?		It is likely that experts by experience will participate in the research both as participants and also potentially as members of the research team.

PID Completed By: (Name, Email, Job Title & Organisation)		Dr Liz Berragan lberragan@glos.ac.uk Academic Subject Lead Postgraduate Health and Social Care Practice and Postgraduate Research Lead. University of Gloucestershire	Date:	29/07/2021
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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:	<u>Select date</u> <u>Select date</u>	Review Outcome	<u>Please Select</u> <u>Please Select</u>
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Section 2 – Briefly outline why this funding is required?

Background / Need:

~~This funding is required to provide an evidence base to understand the impact of the growth and development of healthcare simulation in nursing and allied health professional education and training. It will explore support for skills development, the need to increase placement capacity and development of human factors and patient safety training. It builds on the current evidence base and the work of the simulation network and the work of project manager Dr Liz Berragan.~~
 This funding is required to provide an evidence base to understand the impact of the growth and development in practice simulation in nursing and allied health professional education and training programmes, required to support skills development, the need to increase placement capacity and development of human factors and patient safety training. It builds on the current evidence base and the work of the project lead Dr Liz Berragan.

The use of simulation continues to increase as an educational modality for health and social care professionals. As part of undergraduate healthcare curricula, simulation-based education (SBE) is a method for learning and perfecting fundamental technical skills as well as for practicing delegation, prioritization, and interpersonal skills such as caring and empathy (Kirkham, 2018; Roberts and Cooper, 2019). Simulation continues to add value at later stages of learning and training, such as recognition of deterioration, life support skills training, facilitation skills and multi-professional advanced practice programmes for postgraduate healthcare students (Martin, Cross and Attoe, 2020). Health and social care professionals benefit from simulation, both individually and in interprofessional teams. Most importantly, simulation helps students and professionals develop and refine critical judgment and clinical decision-making capabilities that are essential to optimal patient care (Berragan, 2014; Grant et al., 2021).

The most common SBE outcomes measured to date regard participants’ perceptions; they show increased self-confidence and satisfaction with learning through simulation. Studies (particularly in relation to nursing, midwifery, and AHPs) have almost always indicated increased knowledge immediately after a simulation experience (Cant et al., 2018, Niemeyer, 2018). We now have an abundance of research about student/participant satisfaction; it is time to move the field forward by designing research that provides evidence of long-term retention of knowledge, transfer of learning to the clinical setting, and improved patient outcomes as a result of simulation.

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Section 2 – Briefly outline why this funding is required?

[Berragan, E. \(2014\) Learning Nursing through Simulation: A case study approach towards an expansive model of learning Nurse Education Today, 34, 8, 1143-1148.](#)
[Cant, R.P., Levett-Jones, T., & James, A. \(2018\). Do simulation studies measure up? A simulation study quality review. Clinical Simulation in Nursing, 21, 23-39.](#)
[Grant, T., Thomas, Y., Gossman, P. and Berragan, E. \(2021\) The use of simulation in occupational therapy education: A scoping review. Australian Occupational Therapy Journal, 00 1-12. DOI: 10.1111/1440-1630.12726](#)
[Kirkham, L \(2018\) Exploring the use of high-fidelity simulation training to enhance clinical skills. Nursing standard, 32 \(24\), 44-53.](#)
[Martin, A., Cross, S., and Attoe, C. \(2020\). The Use of in situ Simulation in Healthcare Education: Current Perspectives. Advances in medical education and practice, 11, 893–903. <https://doi.org/10.2147/AMEP.S188258>](#)
[Niemever, M. \(2018\). Effective patient safety education for novice RNs: a systematic review. Journal of Nursing Education and Practice, 8\(3\), 103-115.](#)
[Roberts, F., & Cooper, K. \(2019\). Effectiveness of high-fidelity simulation versus low fidelity simulation on practical/clinical skill development in pre-registration physiotherapy students: a systematic review. JBI Evidence Synthesis, 17\(6\), 1229-1255.](#)

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Rationale:

We know that an efficient and effective way to achieve this would be for organisations to collaborate working in established partnerships to establish a shared research agenda, and to publicise it widely across simulation networks and across all settings. This shared approach has the potential to harness the best trends in simulation research, which are regularly discussed through networks, at conference and through publication. A robust and iterative research plan is important to validate the benefits of simulation and to identify its weaknesses. These findings are essential to shape the future of SBE and to link it to improved patient safety outcomes. The value proposition of simulation and the pedagogy is all about preparing our current and future health professionals to provide safe, high quality care.

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It is with this in mind that we are bidding for funding to take a step towards this and establish an educational research opportunity. Funding will support an individual from healthcare practice to complete a Masters by Research which focuses upon the impact of simulation-based education (SBE) and the demonstrable human factors, patient safety and quality improvement benefits. Given that previous funding from the network has enabled fellows to attain a Post Graduate Certificate in Patient Safety and Simulation, we are clear that the Masters by Research will offer similar and additional benefits and outputs for the individual, the organisation and for the network.

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For healthcare professionals, as highlighted through recent research--focused discussions with Trust colleagues, challenges include funding and identified time for research within work plans. This proposal offers a workable, scalable and sustainable opportunity for supported SBE research activity. It offers research education, expert supervision and guaranteed outputs. Development of the project for approval requires identification of project impact and demonstrable practice impact and outcomes. Applications for the Masters by Research will be sought across the Trust and particularly welcomed from nurses, midwives and AHPs who have less access to research

Section 2 – Briefly outline why this funding is required?	
	opportunities and for whom SBE is an important feature of training for <u>practice</u> quality and safety. It is part of the workforce strategy of the University and Trust to increase capacity for research and development, and also to increase the quality of patient care using SBE research to help to describe individual and organisational behaviour, generate theory and evaluate improvement interventions.
Scope (including benefits to the wider healthcare network across the South West)	<p>A steering group will be established to drive the project forward comprising of the project lead-lead Dr Liz Berragan, Professor Jane Melton Sstrategic Lead for research at UoG and the Trust Head of Professional Education Maria Smith. The research team will be drawn from the Trust with the PGR student as lead, supported by experienced supervisors from the university.</p> <p>This collaborative project between the University of Gloucestershire and Gloucestershire Hospitals Foundation Trust, builds on a long-standing history of coproduction of nursing and allied health professional education, which has the potential to increase and enhance healthcare research activity, capacity and capability.</p> <p>Benefits to the wider healthcare network across the South West will include:</p> <ul style="list-style-type: none"> • Development of SBE shared resources disseminated across the South West region and beyond. • Potential to support clinical placements in health and social care organisations with a focus upon quality, patient safety, human factors and research. • SBE research to support the aims of the HEESWSN research workstream and which will be scalable across the SW. • Growth of SBE research with potential for identification of future projects which will have impact for patient care, student and staff experience and development. <p>Human Factors, Patient Safety and Quality Improvement objectives will be addressed through the development of research questions for the project and supported by research supervisors and the research team. The SBE research focus will be identified and developed by the PGR student and research team drawing upon Quality and Performance data.</p>
Alignment to other strategies (including Information about how the project aligns with Trust and HEESWSN objectives)	<p>This project clearly aligns to:</p> <p>NHS Trust strategic objectives including:</p> <p><i>Outstanding Care</i>: –Ensuring the provision of excellence in patient safety and care through evidence-based delivery which draws upon contemporary research and SBE</p>

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Section 2 – Briefly outline why this funding is required?

(including the five HEESWSN workstreams):

Compassionate Workforce: ~~-e~~Developing and retaining staff though professional and career development opportunities

Quality improvement: ~~-e~~Establishing the role of SBE for improvement and service evaluation

Digital Future: ~~E-~~embracing opportunities that SBE and **Technology Enhanced learning (TEL)** offer for professional development

Driving Research: ~~D-~~developing capacity, capability and curiosity and research culture

UoG research strategy and priorities including:

Achievement of a sustainable portfolio of research that benefits people’s health and wellbeing

Building a breadth of research capacity, capability and leadership within our health and care communities

Leading development to energise and nurture research outcomes and impact

Engagement with a wide range of research stakeholders

Research4 Gloucestershire ambitions:

To progress research development in the county and to be recognised as a dynamic and forward-thinking collaboration which develops and delivers world-class health and care research as part of the Gloucestershire Integrated Care System.

National Institute for Health Research (NIHR):

Achieving and maintaining a strong and symbiotic relationship with local health organisations and research commissioners which is pivotal to research developments across the county and region.

Health Education South West Simulation Network (HEESWSN):

To raise awareness of human factors and non-technical skills with teams and individuals, supporting efforts to promote patient safety.

To support organisations to deliver cultural change.

To enable research to be undertaken on SBE and disseminate to other professional groups and organisations in the South West, and to support the aims and objectives of the research workstream.

To research, identify and support excellent practice and training using simulation as an educational tool, which will support organisations in delivering high quality care and ensuring patient safety.

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Section 2 – Briefly outline why this funding is required?

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
	Successful completion of Masters by Research	£10,000.00
	Project approval and ethics approval	£0
	Literature review, with publication and attendance/presentation at simulation conference	£1000
	Completion of project, dissemination of findings and publication	£2,40010,000.00
	TOTAL:	£10,000.000

What will be measured or evidenced to demonstrate impact of this investment?

~~Successful completion of research modules and dissemination of this element of learning through local, regional and national networks and groups including publication.~~
~~Contributions and engagement with PGR student community at the university and presentation at symposia and conferences~~
~~Completion of MSc, dissemination of findings and recommendations embedded within SBE strategy, GSQIA and Human Factors faculty and shared with simulation network.~~
~~Research capability and capacity building including organisational research culture development~~
~~Successful bids for further funding for future opportunities~~
~~Identification of future SBE research projects and wider collaboration across SW~~
~~Uptake of this approach by other Higher Education Institutions (HEI) and NHS Trusts within network~~

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Section 3 – ** Only Complete for PIDs with a Total Value of less than £10,000 **

How will this project be evaluated to understand the benefits realised from the investment?

~~The University of Gloucestershire will undertake an evaluation to identify benefits from stakeholder perspectives. The evaluation team will include senior undergraduate students thus developing research skills for the future workforce (an integral part of the research strategy). This will use NIHR ARC West evaluation methodologies.~~

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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	Postgraduate research student	<p>Learning and implementation of research knowledge and skills</p> <p>MSc by Research postgraduate degree award</p> <p>Increased and developed research capability</p> <p>SBE field specific knowledge</p> <p>Postgraduate university experience and associated employability benefits</p>	<p>Quantifiable Benefits (but not monetizable)</p> <p>Quantifiable Benefits (but not monetizable)</p>	<p>Within 3 months of project start</p> <p>Within 3 months of project start</p>	<p>Successful completion of research modules by April 2022</p> <p>Successful completion of project approval and research ethics by June 2022</p> <p>Successful completion of MS by Research by January 2023</p> <p>Publication in peer reviewed international healthcare simulation journal by May 2023</p>	<p>This is a new initiative with no direct baseline for comparison</p> <p>No formal research degrees held by Professional Education Team or nursing, midwifery or AHP Trust staff involved in SBE</p> <p>Few publications on SBE by nursing, midwifery or AHP Trust staff</p>	<p>Completed MSc by Research</p> <p>Project disseminated in Trust, at University PGR conference, at HEESWN conference and National and International simulation conferences</p> <p>Publication</p>

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2	Gloucestershire Hospitals NHS Foundation Trust	<p>Development of research capacity and capability building including organisational research culture development</p> <p>Understanding and illustration of research in action</p> <p>Development and growth of research active staff and evidence of research activity aligning to research strategy</p> <p>Recommendations embedded within SBE strategy, GSQIA and Human Factors faculty</p> <p>Associated benefits of engaging with SBE including awareness of human factors, enhanced decision making, continuing professional development, retention of staff</p>	<p><u>Quantifiable Benefits (but not monetisable)</u> <u>Qualitative Benefits (Unquantifiable)</u></p>	<p><u>Within 6 months of project start</u> <u>Within 6 months of project start</u></p>	<p>Growth of SBE research and evaluation in Trust <u>with further projects identified by Jan 2023</u></p> <p>Growth in applications for postgraduate study and research degrees for Trust -nursing, midwifery or AHP staff <u>by September 2022</u></p> <p>Development of multi-professional research <u>strategy and culture within Trust by September 2022</u></p> <p>Growth of research publications around SBE <u>by March 2023</u></p>	<p>No current research on SBE at Trust</p> <p>Few research degrees held by nursing, midwifery or AHP Trust staff</p> <p>Research council and research groups in early stages of growth</p> <p>Few publications on SBE by nursing, midwifery or AHP Trust staff</p>	<p>Growth of research Council membership</p> <p>Growth in applications for research degrees</p> <p>Vibrant Council with multi-professional membership and growing portfolio of research and development activity supporting work towards University Hospital status</p> <p>Growth of research publications</p>
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3	The University of Gloucestershire	<p>Strengthening collaborative partnership</p> <p>Working and collaborating with PGR students as partners in learning and research</p> <p>Growth in PGR student numbers</p> <p>Potential to create further successful bids for further funding for future opportunities</p> <p>Identification of future SBE research projects and wider collaboration across SW</p>	<p>Qualitative and Quantifiable benefits</p> <p>Cash Releasing Benefits (CRB)</p> <p>Qualitative and Quantifiable benefits</p> <p>Cash Releasing Benefits (CRB)</p>	<p>At project start (immediately)</p> <p>At project start (immediately)</p>	<p>Growth in applications for postgraduate study and research degrees for Trust nursing, midwifery or AHP staff by September 2022.</p> <p>Further funding achieved for new projects from HEESWSN, Professional healthcare organisations and charities by March 2023</p>	<p>No formal research degrees held by Professional Education Team or nursing, midwifery or AHP Trust staff involved in SBE.</p> <p>Occasional bids to funders for small scale SBE research</p>	<p>Share learning about experience with HEESWSN research work stream to support establishment of SW SBE research and funding success</p> <p>Develop SBE research portfolio and collaborative opportunities for funded MSc and PhD study</p> <p>Develop repository of HEI/NHS collaborative projects and funding bids (successful and unsuccessful) as part of research workstream to share with network.</p>
4	HEE SW Simulation Network	Identification of future SBE research	Quantifiable Benefits (but not)	MixedMixed	New projects identified and	Research activity across network	Develop repository of

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		<p>projects and wider collaboration across SW</p> <p>Uptake of this approach by other Higher Education Institutions (HEI) and NHS Trusts within network</p> <p>Growth of research within network</p>	<p>monetisable Qualitative Benefits (Unquantifiable)</p>		<p>funding secured from HEE, professional healthcare organisations and charities by March 2023</p>	<p>which is discrete and not known about by all network members risking some repetition and inefficiency</p>	<p>HEI/NHS collaborative projects and funding bids (successful and unsuccessful) as part of research workstream to share with network</p>
5	Patients and service users	<p>Safe, effective patient care which focuses upon timely interventions and communication by skilled practitioners</p>	<p>Qualitative Benefits (Unquantifiable)</p>	<p>Mixed</p>	<p>Family and Friends test scores improvement by March 2023</p> <p>Q&P data demonstrates improvement By March 2023</p>	<p>Current patient experience and feedback data as benchmark</p>	<p>Data supports Trust mission of "journey to outstanding" and demonstrates improvement in areas where SBE has been implemented as part of training and development intervention.</p>

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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.	10/01/2022	Select date>Select date	£		

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

		Choose an item.	Select date Select date	Select date Select date	£		
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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. <u>Research Module delivery (MR401 and MR402) and completion of MSc by Research</u>	Select date 24/01/2022	Select date 18/04/2022	£10,000.00	£	£	£	Not yet started Not yet started
2. <u>Examination of MSc thesis and support for any amendments, additions or corrections</u>	Select date 23/01/2023	Select date 31/03/2023	£0.00	£	£	£	Not yet started Not yet started
3. <u>Dissemination of findings through conference attendance and presentation (HEESWSN, Association for Simulation in healthcare practice (ASPIH), Society for Simulation in Europe (SESAM) and professional conference)</u>	Select date 10/04/2023	Select date 27/11/2023	£3000.00	£	£	£	Not yet started Not yet started
4. <u>Writing for publication support</u>	Select date 10/04/2023	Select date 27/11/2023	£0.00	£	£	£	Not yet started Not yet started
			£13000.00	£	£	£	

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Section 7 - Project Evaluation – Dissemination – Sustainability

<p>Description of how monthly progress review will be carried out</p>	<p><u>There is a monthly requirement for MSc students at the university of Gloucestershire to report and discuss progress through the postgraduate research (PGR) supervisory process for students. This will feed through into the network through the quarterly reviews. Additionally, the compulsory annual progress review offers a detailed evaluation of progress, completion of milestones and support needs at each stage of the MSc study and will helpfully feed into the project evaluation.</u></p>		
<p>Provide a summary of the evaluation methodology that will be used to evaluate this project:</p>	<p><u>The University of Gloucestershire will undertake an evaluation to identify benefits from all stakeholder perspectives. The university are experienced in evaluation methodologies and evaluation reporting and this is an accepted part of our research and evaluation project approach. The evaluation team will include senior undergraduate and PGR students thus developing research and evaluation skills for the future workforce (an integral part of the research strategy). Evaluation will be achieved using NIHR ARC West evaluation methodologies measuring the project outcomes against stated objectives with additional qualitative data collection to explore the experience and perspectives of all stakeholders.</u></p>		
<p>Will evaluation be internal or external? <i>(If over 100K, external evaluation required)</i></p>	<p>Other (internal and including evaluation experts from other schools within the university for objectivity)</p>	<p>Name of external organisation conducting the evaluation:</p>	<p><u>N/A</u></p>
<p>Please provide details of how you will measure the impact:</p>	<p><u>Impact measures will include:</u> <u>Achievement of project outputs and outcomes (detailed above in sections 1, 2, 4 and 6)</u> <u>Student achievement</u> <u>Social return on investment</u> <u>Sustainability, transferability and scalability</u></p>		

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<p>How will the findings/successes/lessons learned from this project be shared?</p>	<p><u>Progress reports and discussion at HEESWSN meetings and presentation at HEESWSN conference</u></p> <p><u>Dissemination in the Trust and UoG through research and SBE fora, staff networks, practice development and professional education teams</u></p> <p><u>Publications through the programme of study (International simulation and healthcare education peer reviewed journals – for example Advances in Simulation, Journal of Clinical Simulation)</u></p> <p><u>Presentation at conference – HEE, UoG PGR symposium, ASPiH, SESAM</u></p>
<p>How will the learning from this project / investment be continued over-time? (i.e. sustainable / business as usual / mainstream)</p>	<p><u>Funding from HEE for this project, whilst aligning to HEE and stakeholder strategic goals, will create a “ripple effect” with other organisations and funding bodies.</u></p> <p><u>Successful completion and evaluation of this project will offer proof of concept evidence to support wider delivery and sustainability.</u></p> <p><u>Our intention is to continue this MSc by Research opportunity for health and social care professionals with future investment from HEE, UoG, NHS Trusts, Professional organisations and charities. There is potential for significant growth and development not only for this educational opportunity but also for the research that it will deliver.</u></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	<u>Time for research agreed by Trust difficult to manage in work plan</u>	Select Date Date	Select Score3	Select Score2	6	<u>Ensure research time/study included in work plan</u> <u>Commitment to time plan for research by all stakeholders</u> <u>Escalate concerns to Director for Education and Development</u>	Please select Please select
2	<u>Interruption of studies due to operational pressures</u>	Select Date Date	Select Score2	Select Score2	4	<u>Supervisory support</u> <u>Student support services</u> <u>Employer support</u>	Please select Please select

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						<u>Extension of submission date</u> <u>Refocus of project research questions and objectives to achieve manageable outputs</u>	
3		Select Date Date	Select Score Score	Select Score Score			Please select Please select

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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 Please select	Spend to date:	£	Confidence Delivery Status:	Please select 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 Select date
Name of Person Completing Update:		Role of Person Completing Update:		Completion Date	Select 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 date Select date	
Has work been completed to map the impacts of this project to anticipated and achieved benefits?	<input type="checkbox"/>	Select date date Select date	
Has work been completed to detail how this change will now be incorporated into Business as Usual?	<input type="checkbox"/>	Select date date Select date	

HEE SW PPMO Internal use only:

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

Change Control Record

Change Control (add additional rows as required)				
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>	<p>Sept-Dec 2021– advertising and interview for PGR student, work to start to identify project theme drawing upon Q&P data and SBE work. Jan 2022 commence programme and undertake MR401 and MR402 PGR modules. April 2022 commence project development with supervisors and research team June 2022 project approval, ethics and literature review September 2022 data collection November 2022 data analysis and write up Jan 2023 submission and dissemination</p> <p>It is vital that the research focus is owned and developed by the PGR student (this is a feature of the work developed through the research modules). Thus, it is not possible to specify the exact focus of the research or the methodological approaches. However, it is essential that the project has as its aim a focus upon Human Factors, Patient Safety and Quality Improvement and can demonstrate impact for patient care delivery. This will be guided and supported through research supervision <u>by Dr Liz Berragan and the supervisory team.</u></p>
<p>Organisational resources to support project (Consider – mentoring arrangements, equipment, place of work, access to work computer)</p>	<p>The university provides extensive support for PGR students including membership of the PGR student community, Helpzones, Student Achievement Team support, <u>u</u>Use of excellent university facilities including library services and IT services, PGR webinars and the researcher development framework. Supervision is an integral part of the PGR experience and will be provided by University <u>health and Social care (HSC)</u> academics (including the project lead as first supervisor).</p>

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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)	This project is fully supported by the Head of School Lorraine Dixon (Executive Sponsor) University of Gloucestershire, Professor Jane Melton, Strategic Lead for Research University of Gloucestershire and Dee Gibson-Wain, Associate Director Education and Development, Gloucestershire Hospitals NHS Foundation Trust.
Outline of the chosen fellow, technician and/or other staff (Consider Level/grade, current role, background. Please provide details of their working week)	We plan to offer this opportunity to nursing, midwifery and AHP colleagues within the Trust whose roles require significant focus upon SBE and work with a professional education and development focus. University entry requirements are a 2:1 (or higher) first degree.
Details of named mentor for the Fellow with a summary of their experience in simulation, quality improvement, human factors and patient safety	Dr Liz Berragan RN PhD MSc BN(Hons) RNT SFHEA CF Experienced MSc and PhD examiner and supervisor with completions at Doctoral and Masters level. Doctoral thesis focussed upon SBE. Associate Professor in Nursing and Midwifery Simulation at the University of the West of England . Churchill Fellowship (UK) awarded for work on simulation, human factors and patient safety. Published in SBE (h-index 6, citations 666). Reviewer and Editor for SBE for peer reviewed international journals. Member of National Health Foundation Q Community and lead for collaborative work with Gloucestershire NHS Trusts around QI and Service evaluation. NIHR ARC West Associate delivering Service evaluation training across Gloucestershire HSC organisations. Member and exec member for HEESW Sim Network. Member of Human Factors Faculty, Research Council and Advanced and Consultant Practice Council at GHT. Please see attached CV for further details.
Agreement that training on the iRIS platform will take place within 1 month of fellow/technician commencing post	Training will take place for successful applicant within 1 month of starting MSc (if not already completed).
Agreement that all documents, scenarios and training items used during the project will be placed on the iRIS platform	Appropriate resources and documents will be placed on iRIS platform.
Agreement that contact will take place with the HEESWSN Network Liaison at least monthly	This is assured and will be built in as part of the research supervisory process.
Agreement that quarterly progress reports will be filed with HEESWSN via the Network Liaison	This is a monthly requirement for MSc students at the university University of Gloucestershire through the postgraduate research (PGR) supervisory process for

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	students. This will feed through into the network <u>and completion of quarterly progress reports-</u>
Agreement that the fellow/technician and/or project lead will attend quarterly Network Meetings and other meetings for funded projects where possible	Quarterly progress reports will be completed and filed with the HEESWSN liaison. This is a requirement for research student progression and supervision to update and present on progress. <u>A</u> and attendance at network meetings will offer excellent and timely opportunities to make connections with network colleagues and discuss research progress.
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)	An Annual Progress report is a requirement for all postgraduate research students at the university. The PGR student and supervisor/project lead will complete a detailed annual/end of project report. They will present the project outcomes at the HEESWSN Simulation Network Conference and will also publish from the research work and share <u>with the network and</u> at selected national and international fora and conferences. Dissemination activity is an important outcome <u>measure</u> for PGR students.
Cost of project (staffing costs, other costs, total costs)	£ 40 13,000.00 —cost of MSc by Research

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END OF APPLICATION