Strategic Planning for Hull Institute of Learning and Simulation

Authors: HILS Team: Jane Backhouse, Emily Clappison, Olivia Charlton, Chris Gay, Donna Major, Janine Peck, Claire Pick, Dr Makani Purva, Daniel Websdale, Dr Dave Wright

Background

The HILS team provide simulation and education for all health care professionals to improve patient safety. HILS services include:

- Providing facilities for learners to train in a safe, effective environment
- Facilitate in house courses
- Support individuals in creating courses and accessing learning
- Teach technical and non-technical skills

Mission

To provide sim based education to healthcare professionals to improve patient safety.

Vision

To transform patient care through innovative simulation and education.

Core Values

Embracing Change
Delivering Excellence

Goals

1. Develop services for a wider community
2. Engage with a wider community
3. Integration into Trust processes
4. Integration into clinical environment
5. To Promote financial security and reinvest into the service
Objectives

1. Develop services for a wider community
   - Learning needs analysis of community
   - Proactive scoping project
   - Use enticers – Both internal and external

2. Engage with the wider community
   - Networking – be aware of the best ways to communicate with the wider community
   - Be innovative; Develop new courses, new training
   - Constant review of resources
   - Develop faculty
   - Partnership projects
   - Website – ensure that it is an informative, accurate platform
   - Media – showcase what we are doing through the media

3. Integration into Trust processes
   - Scoping; awareness and communication
   - Target areas
   - Upskilling HILS staff – process mapping
   - Observing other centres
   - Seats at table
4. Integration into clinical environment

- Seats at table
- Needs analysis
- Work to their availability
- Getting out of the comfort zone
- Conference invitations

5. To promote financial security

- Notional cost
- Income generation (New and sustaining)

SWOT Analysis

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience 7 years</td>
<td>Too many projects could detract from daily duties</td>
</tr>
<tr>
<td>Resources (Equipment, Faculty, Staff)</td>
<td>Enough resources – Money Knowledge Equipment</td>
</tr>
<tr>
<td>Links and Contacts (Internal and Out)</td>
<td>Distractions</td>
</tr>
<tr>
<td>Networking</td>
<td>Unpredictability</td>
</tr>
<tr>
<td>Feedback (Users)</td>
<td>Time</td>
</tr>
<tr>
<td>Research &amp; Abstract</td>
<td></td>
</tr>
<tr>
<td>Comms &amp; Media</td>
<td></td>
</tr>
<tr>
<td>Collaboration &amp; Partnership</td>
<td></td>
</tr>
<tr>
<td>Curriculum Integration</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Opportunities</th>
<th>Threats</th>
</tr>
</thead>
<tbody>
<tr>
<td>New faces</td>
<td>Other sim centres</td>
</tr>
<tr>
<td>Different money streams</td>
<td>Equipment</td>
</tr>
<tr>
<td>New: ideas, faculty, projects such as never events, SI's</td>
<td>Prices of courses</td>
</tr>
<tr>
<td>Reinvestment</td>
<td>Staffing</td>
</tr>
<tr>
<td></td>
<td>Technology</td>
</tr>
</tbody>
</table>
Suggested Action Plans to objectives (final plans to be agreed and timescales added):

Engage with the wider community?
Hold open events at HILS to showcase the work we undertake and how we can benefit the service providers in the community

Upskill HILS Staff – Process Mapping
Management shadowing – SI Meetings, Committees
Potential external courses
Targeting individual staff members dependant on prior knowledge
Pilot process for information ‘discovery’

Getting seats at the table
Engage with nurse managers
Monitor care homes websites for CQC reports and where there are shortfalls we could offer training to help them improve for re-inspection.
Training to take place within the care home as it is difficult for care home staff to be released for training

Develop services for wider community
Scoping project
Identify individual organisations such as Care Homes, GPs and Mental Health
Conduct learning needs analysis