


# SIMMED

Simulation in Medical Education

Enhancing Medical Education. Improving Patient Care.





2017 Northern Ireland national review

General  
Medical  
Council

## Visit report on Southern Health and Social Care Trust

This visit is part of the Northern Ireland national review.

Our visits check that organisations are complying with the standards and requirements as set out in [Promoting Excellence: Standards for medical education and training](#).

### *Accessible technology enhanced and simulation-based learning (R1.20)*

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- 45** At CAH, supervisors use simulation to deliver laparoscopic training, however they feel that the simulators do not match clinical situation sufficiently and therefore doctors in training learn more by observing procedures on patients.
- 46** O&G supervisors told us that although they do not have a simulation suite, they do have models they use to teach doctors in training, however these are mainly used for students
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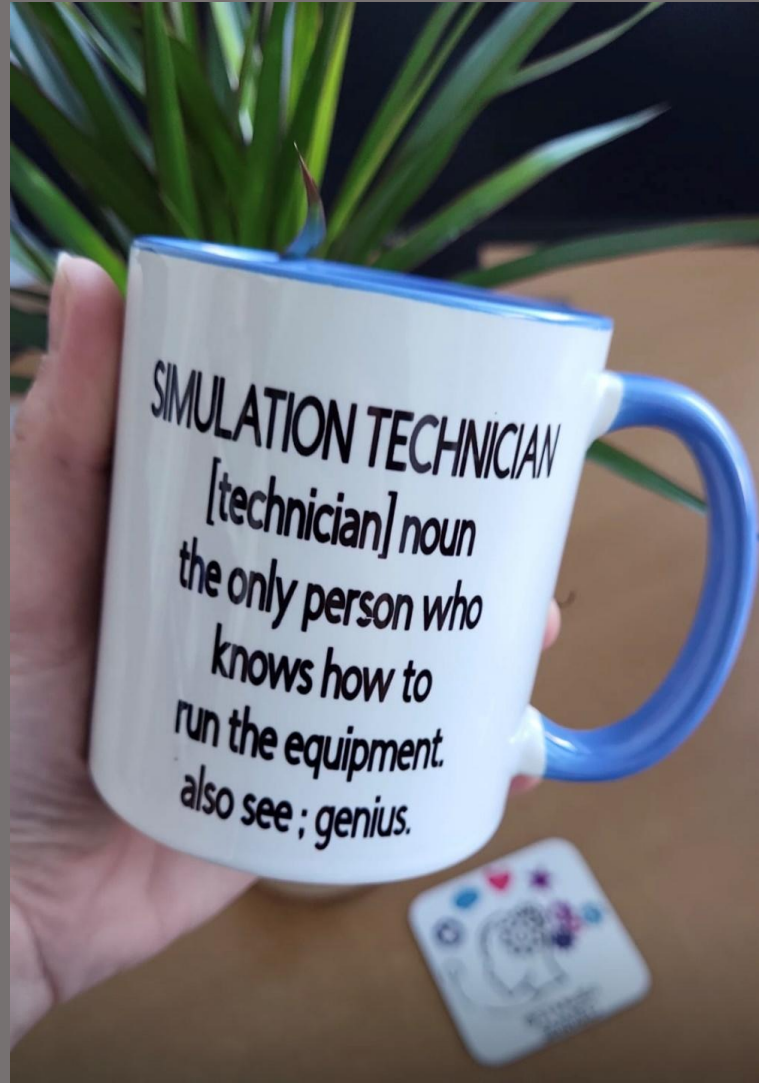
**NI** **CLINICAL SIMULATION CENTRE**  
Dept of Anaesthetics, Craigavon Area Hospital,  
68 Lurgan Road, Portadown BT63 5QQ

 **ASPiH**  
ASSOCIATION FOR SIMULATED  
PRACTICE IN HEALTHCARE











# Improving Medical Induction for International Medical Graduates

Dr Helen Close, Dr Julie Rankin & Dr Kathryn Larmour

**Aim:** To improve the induction process for International Medical Graduates (IMG) evidenced by improved feedback (August 2021 – August 2022)

### Background/ context:

Informal and formal feedback (via a survey) suggests that the majority of current IMG found induction 'somewhat awful' and that all would have appreciated a period of active work shadowing. The majority did not feel prepared prior to their first on call shift and majority were not informed of their role and shift pattern during their induction. Expected benefits of this project include IMG doctors feeling more supported by the trust and better prepared to work effectively with subsequent improved patient safety. 100% felt that Simulation training would be of benefit. This should result in improved staff morale, retention of staff and return of rotating trainees.

### % Participants Previously Offered Formalised Training



How would you rate induction for International doctors to Glasgow Area Hospital?

Area/Topic	Response
Overall rating	4.0/5
Pre-arrival	3.5/5
On-arrival	4.5/5
Post-arrival	4.0/5
Not on call	3.0/5
Not on-site	3.5/5

### Stakeholder engagement:

Setting up our team to include Doctors, International medical graduates, Q team, SIM officer, Medical director, Human resources team, Colleagues in other hospitals, NMC/PSA and International Medical Graduate Academy

#### Process/ Design

We designed our project based on feedback obtained from data collection about the current induction process. Feedback which highlighted that stress was attributed to the current induction process. The opportunity for Simulation training was warmly welcomed as part of an enhanced induction programme.

- Outcome: 100% of participants reported that the content was relevant to them.
- Improvement will be tracked with collection of feedback following induction of any new recruits prior to August and then following main induction in August 2022.
  - Obtaining written feedback following each simulation session including a pre and post confidence level.

Process: We will know that the system is changing because staff will be reporting less stress, will feel more confident and the team will function more efficiently as a whole. We hope our changes will be evidenced by engagement in our interventions



### PDSA Cycles:

- Collected data via survey responses
- Corralled participants based on individual needs and speciality. Planned each SIM session and case
- 30 scenarios took place in CAH/MSCC clinical skills lab
- Feedback pre and post session. Highlighted participants where confident in clinical skills but felt less confident in communication, referral systems and cultural differences
- Based on feedback we altered sessions and added more in regards to referral and communication skills with colleagues and patients/ families

### Outcomes/ Results:

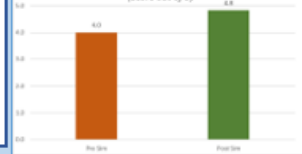
Our aim is to improve induction process by structuring a programme which includes simulation training, active shadowing, electronic resources and quick reference guidelines and how to guides. Our outcome is shown by written feedback and how confident participants are pre and post simulation training

Other aspects of our project include active work shadowing, induction clinical fellow, buddy scheme, enhanced induction programme

### Common themes in feedback From Simulation Sessions

Many participants felt their clinical and communication skills improved. Overall feedback proved that this is a valuable learning tool and many enjoyed the non judgemental, friendly atmosphere. Interestingly many felt the discussion post scenario was valuable and this highlighted how helpful it is to debrief and reflect.

### Average Confidence levels Pre and Post Sim (Score out of 5)



### Next Steps: Any further improvements/ refinements?

How will you ensure sustainability

Further improvements include more awareness of simulation training in the knowledge that it takes place in a non judgemental friendly environment and is not an exam based exercise. To ensure buddy scheme is successful we will have to improve uptake and to do this we need more awareness and more education around the role. In our feedback we have learnt the importance of communication scenarios and reflections as this was highlighted in feedback as being an area IMG would like further guidance on.

Sustainability will be maintained as we have secured a new induction officer who will continue to roll out and develop the induction programme. We will continue to share the outcomes and knowledge of this programme through the medical education office, linking with The International Medical Graduate Academy and using social media platforms.

Many thanks to all who have helped in any way to improving medical induction for International Medical Graduates

The facilitator was very good and the scenarios were very informative

I was able to learn case management and understand where I was deficient.

100%

- Felt they would benefit from more simulation
- Would recommend this style of teaching



Southern Trust Academy  
For International Medics



## LEADERBOARD

POSITION	LAPS	GAP	BEST LAP
1 <sup>ST</sup> 20 IVAN LEVIN	8		0:58.633
2 <sup>ND</sup> 26 JULIE RANKIN	8	+0.546	0:59.179
3 <sup>RD</sup> 24 KD	8	+0.658	0:59.291
4 27 LUCIANO COMPOSTO	9	+0.896	0:59.529
5 4 CHRISTIAN BRIDGWATE	9	+1.003	0:59.636
6 35 EDDOC007	9	+1.538	1:00.171
7 1 HARSHAL PATEL	8	+1.712	1:00.345
8 33 SARAH BRIDGWATER	9	+2.132	1:00.765
9 30 CARV	8	+2.275	1:00.908
10 44 MARIANO	9	+2.465	1:01.098
11 21 YSABELLE COZ	8	+2.748	1:01.381
12 13 KATHERINE BRIDGWATI	3	+3.051	1:01.684
13 2 XBLAZEPUMA1	8	+3.583	1:02.216
14 3 VANESA MARTINEZ	7	+9.959	1:08.592

# SIMULATION

**Kent**  
Business School

MSc in Professional Practice  
MSc in Advanced & Specialist Healthcare  
Stage Three

Kelly Wylie, 24055650

The impact of simulation-based training on Foundation Doctors' perceived confidence and competence in managing medical emergencies.







**James Irvine** @JIrv29 · 18/01/2023

Thrilled to be a part of the first stroke simulation session in the Southern Trust today. Excited to see this project grow. Thanks for having me team! @STMedEd @arrafferty @juliannarankin



**Julie Rankin** @juliannar... · 18/01/2023

Delighted for the pilot of stroke simulation for stroke patients in the trust! Excited for the future of stroke teaching in the trust ❤️ @\_NIMDTA @STMedEd



2



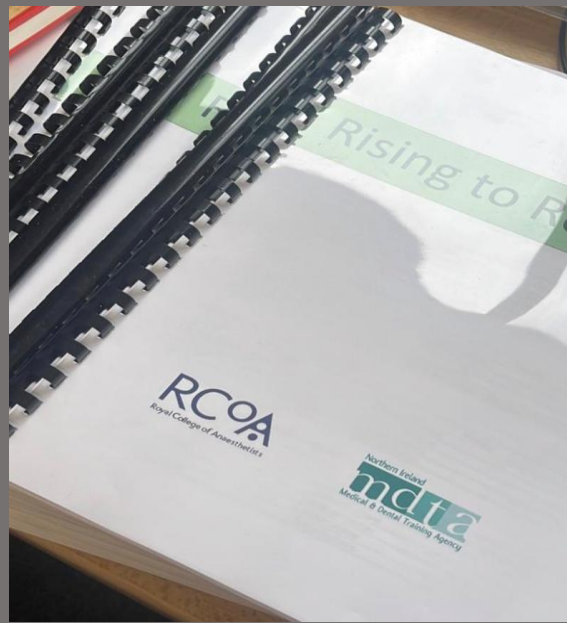
20



1.4K







Royal College of Anaesthetists

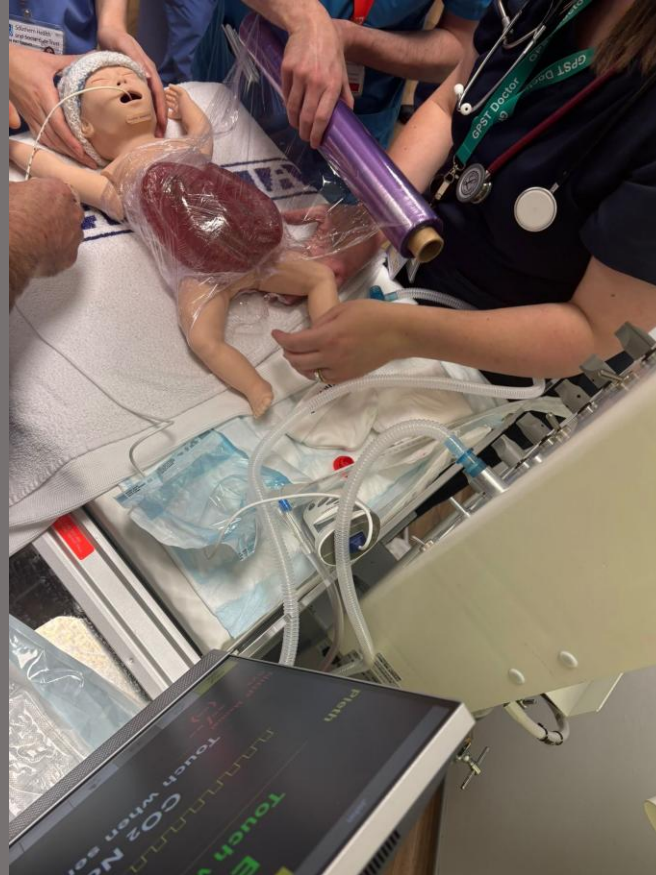
Initial Assessment of  
Competence (IAC)

Simulation Assessments



Medical Education  
Southern Trust









# SUDDEN UNEXPECTED DEATH IN INFANCY

ESSENTIAL SKILLS COURSE

25th April 2024

09.30-15.30

CAH Sim Suite

Suitable for ST3+ / SAS doctors in Paediatrics and Emergency Medicine (SHSCT)



**Simulation, education and discussion with multi-agency involvement surrounding the complex management of SUDI**

Delivered by faculty with SUDI expertise

Cost: Free

Lunch provided

**TO APPLY**

Email [sarah.rafferty@southerntrust.hscni.net](mailto:sarah.rafferty@southerntrust.hscni.net)

if interested

Places limited, book early to avoid disappointment



paeds made SIMPLE



simulation for doctors  
new to paediatrics

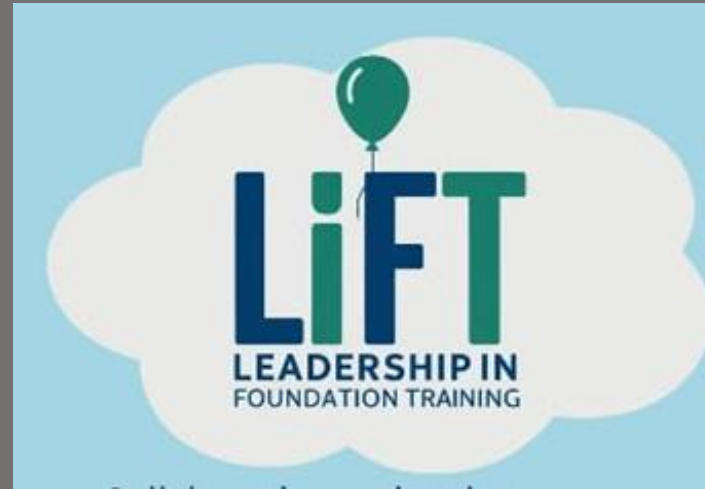
SPECIAL  
FY2  
SESSION

1 DEC 2025, 0930-1630  
CAH SIM SUITE  
COST: FREE

SIMULATION SCENARIOS COVERING A RANGE OF  
COMMON PAEDIATRIC CONDITIONS AND  
EMERGENCIES

SUITABLE FOR DOCTORS WORKING IN  
PAEDIATRICS/ED WITH LIMITED PRIOR PAEDIATRIC  
EXPERIENCE

TO BOOK, EMAIL:  
LAUREN.HETHERINGTON@SOUTHERNTRUST.HSCNI.NET  
LIMITED PLACES AVAILABLE



# PEERS





# Positives



Current delivery



6x New faculty  
appointed



Standardisation

<b>3<sup>rd</sup> Year</b>	
General Medicine / Cardio / Derm	Anaphylaxis Asthma Sepsis
General Surgery / ENT / Urology	No formal SIM delivery but use of Rectal and abdominal simulators
<b>4<sup>th</sup> Year</b>	
Emergency Medicine	GI Bleed Status epilepticus PE
Child Health	Asthma Temp <3 months Bronchiolitis Croup Introduction to SPIKES (bad news) SIM Baby in Belfast – Ran through QUB (in CAH – Lauren Heatherington and senior Drs Delivering SIM)
Reproductive Health	
Mental Health	
<b>5<sup>th</sup> Year</b>	
General medicine / Anaesthetics / ED	Pass the bleep Palliative care SIM Upper GI bleed Sepsis Opiate OD Asthma Pharmacy/final year IPE SIM
General surgery	No formal SIM delivery but use of Rectal and abdominal simulators

# Positives



Current delivery



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Standardisation

## Southern Trust UG Simulation Checklist

### Prior to the Simulation

#### Information Sharing

- Outline of the session sent to learners (including expectations and any required pre-reading).
- Scenario details, initial settings, progression plan, and related algorithms sent to faculty.

#### Learning Outcomes

- Learning outcomes are appropriate for the learners' needs.
- Outcomes are evidence-based and linked to the curriculum.
- Number of outcomes appropriate (recommended 2-3 per scenario).

### On the Day of the Simulation

#### Pre-Brief

- Learners oriented to the SIM suite (fire exits, toilets, etc.).
- Discussion held on psychological safety and importance of mutual respect.
- Ground rules and fictional contract reviewed and agreed.
- Confidentiality explained, with escalation procedure for unsafe or unprofessional behaviour.
- Learners informed of possible triggering content and option to opt out if needed.

#### Clinical Scenario

- Situation and background clearly communicated to learners.
- Faculty aware of the scenario progression, and when investigation / results will be given.
- Scenario level appropriate (is this something the learner would be expected to do with support).
- Is the scenario safe - can we make it safer (sharp boxes, defibrillator - no shock delivered, etc).

#### De-Brief

- Debrief facilitator trained in structured model (e.g., PEARLS or Scottish model).
- Key discussion points in the debrief have addressed all learning outcomes.
- Signpost student to reference materials and relevant guidelines.
- Faculty reminded to approach poor performance sensitively (considering fatigue/burnout).

#### Evaluation

- Time allocated for learner feedback (QR code or form provided).
- Time allocated for Faculty reflection and ways to improve / optimise this session in the future.
- Outcomes and feedback are shared with all faculty.

# Challenges



Interprofessional  
simulation



Faculty development



Infrastructure

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## Northern Ireland Simulation-Based Education (SBE) Strategic Framework Working Group

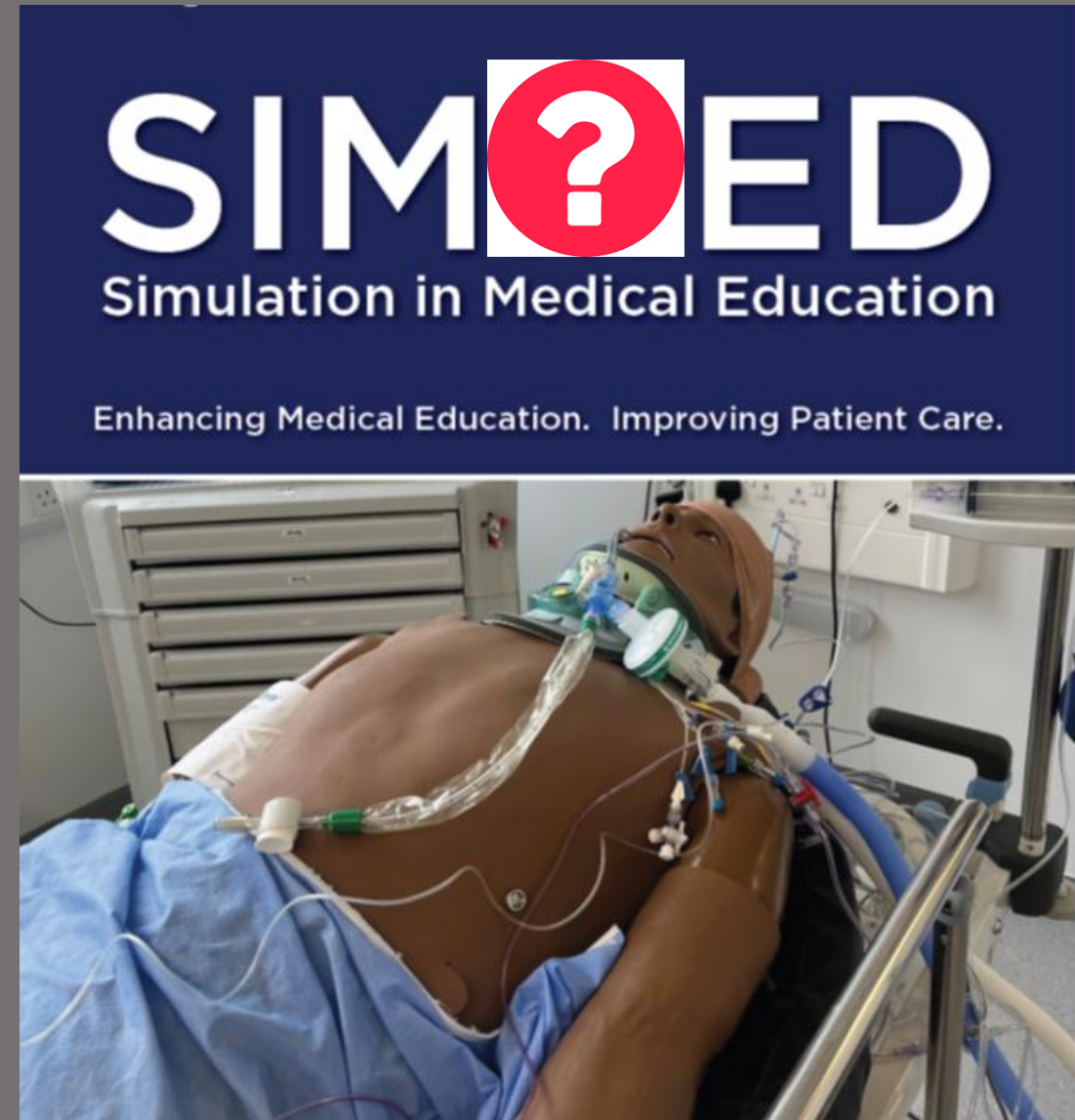
### Terms of Reference

#### 1. Purpose

The Working Group is established to coordinate, operationalise, and monitor delivery of the Northern Ireland Simulation-Based Education Strategic Framework, reporting to the Project Board.



Department of  
**Health**



# INTERACTIVE SIMULATION FORUM

## A Showcase of Simulation in Northern Ireland

**"Training Together to Save Lives Together"** **24/03/26**

KN Cheung SK Chin InterSim Centre,  
Queen's University Belfast





SAS Sim	05/01/2026 10:13	File folder
Paeds Sim	06/01/2026 10:23	File folder
ACCS Teaching Sim 10.09.25	08/01/2026 10:26	File folder
Paeds Sim 16012026	12/01/2026 10:22	File folder
Psych Induction 08122025	20/01/2026 15:08	File folder
Paeds sim 260226	22/01/2026 11:05	File folder
Foundations In Foundation Sim	26/01/2026 10:10	File folder
Physio Sim 280126	26/01/2026 12:10	File folder
Paeds sim 300126	29/01/2026 12:22	File folder
Physio Sim 250226	25/02/2026 08:31	File folder
EM HST October	02/03/2026 16:29	File folder
Paeds	05/03/2026 10:56	File folder
IMT training	11/03/2026 12:44	File folder
Debrief Training Aug Sept Oct 25	11/03/2026 12:58	File folder
Paeds Made SIMple 200326	12/03/2026 16:33	File folder
Stroke SIM 20032026	20/03/2026 09:38	File folder
Academy Sim 041225	25/03/2026 13:17	File folder
SUDI at QUB	25/03/2026 14:24	File folder
Psych induction 060226	25/03/2026 17:10	File folder

February - March 2026  
Craigavon, United Kingdom

Today 44°F/34°F Tomorrow 49°F/43°F Friday 50°F/37°F

Calendar - Sim Suite

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
2 Feb 07:30 SIM Suite 10:00 5th year sim; SS & DBR	3 09:00 ED Junior Tier Sim POSTPONED; SS & DBR	4 07:30 SIM Suite 09:00 Generic Induction; sim tech busy 14:00 5th year Pall Care Sim; SS & DBR	5 07:30 SIM Suite 14:00 5th year Med sim; SS & DBR	6 07:30 SIM Suite 09:00 psych sim; SS & DBR	7 07:30 SIM Suite	8 07:30 SIM Suite
9 SIM TECH A/L 07:30 SIM Suite	10 07:30 SIM Suite 09:00 sim tech a/l 13:00 IMT ASCITIC TAP/ Paracetensis sim; SS & DBR	11 07:30 SIM Suite 09:00 ED Sim teaching JR; SS & DBR	12 SIM TECH A/L 07:30 SIM Suite 14:00 3rd year QUB sim Group A; SS & DBR	13 07:30 SIM Suite 09:00 Y5 POM; SS & DBR	14 07:30 SIM Suite	15 07:30 SIM Suite
16 07:30 SIM Suite 09:30 5th year sim; SS & DBR 14:00 5th year Pall Care sim; SS & DBR	17 07:30 SIM Suite 09:00 UU Paeds sim; SS & DBR	18 07:30 SIM Suite 09:00 Yr 4 Paeds M Sullivan; ss & DBR	19 07:30 SIM Suite 14:00 5th year Med sim; SS & DBR	20 07:30 SIM Suite	21 07:30 SIM Suite	22 07:30 SIM Suite
23 07:30 SIM Suite	24 07:30 SIM Suite 09:00 year 5 students; SS 13:00 IMT sim training; SS & DBR	25 07:30 SIM Suite 09:00 Resp Physio Sim; SS & #DBR 13:00 meet Steve Austin & JR; SS	26 07:30 SIM Suite 09:00 Paeds Made Simple; SS & DBR	27 07:30 SIM Suite 09:00 Y5 POM; SS & DBR 13:00 no sim tech pm	28 07:30 SIM Suite	1 Mar 07:30 SIM Suite
2 07:30 SIM Suite	3 07:30 SIM Suite	4 07:30 SIM Suite	5 07:30 SIM Suite 13:00 QUB FINAL PREP	6 07:30 SIM Suite 08:00 HOLD QUB FINALS	7 07:30 SIM Suite	8 07:30 SIM Suite
9 07:30 SIM Suite 09:00 SIM tech on AL	10 07:30 SIM Suite 13:00 Julie Rankin Sim CANCELLED; SS & DBR	11 07:30 SIM Suite 09:00 ED Sim teaching JR CANCELLED; SS ... 13:00 Stroke Sim CANCELLED; SS & DBR	12 07:30 SIM Suite 10:00 S Cousins /NI Health committee; SS & DBR	13 07:30 SIM Suite 09:00 IMT Chest Drain Sim; SS & DBR 14:00 Y3 SIM- DT & Tarna; TR1 & TR2	14 07:30 SIM Suite	15 07:30 SIM Suite

Seminar Room 3 CAH

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
2 Feb 07:30 debrief room 10:00 5th year sim; SS & DBR	3 07:30 debrief room	4 07:30 debrief room 14:00 5th year Pall Care Sim; SS & DBR	5 07:30 debrief room 14:00 5th year Med sim; SS & DBR	6 07:30 debrief room 09:00 psych sim; SS & DBR	7 07:30 debrief room	8 07:30 debrief room
9 07:30 debrief room	10 07:30 debrief room 13:00 IMT ASCITIC TAP/ Paracetensis sim; SS & DBR	11 07:30 debrief room 09:00 ED Sim teaching JR; SS & DBR	12 07:30 debrief room 14:00 3rd year QUB sim; SS & DBR	13 07:30 debrief room 09:00 Y5 POM; SS & DBR	14 07:30 debrief room	15 07:30 debrief room
16 07:30 debrief room 09:30 5th year sim; SS & DBR 14:00 5th year P... 14:00 UU Stude...	17 07:30 debrief room 09:00 UU Paeds sim; SS & DBR	18 07:30 debrief room 09:00 Yr 4 Paeds M Sullivan; ss & DBR 15:00 F1 teaching; DBR	19 07:30 debrief room 14:00 5th year Med sim; SS & DBR	20 07:30 debrief room	21 07:30 debrief room	22 07:30 debrief room
23 07:30 debrief room	24 07:30 debrief room 13:00 IMT sim training; SS & DBR	25 07:30 debrief room 09:00 Resp Physio Sim; SS & #DBR 13:00 meet Steve Austin & JR; SS	26 07:30 debrief room 09:00 Paeds Made Simple; SS & DBR	27 07:30 debrief ro... 09:00 Y5 POM; S... 13:00 no sim tec... 14:00 KV meeti...	28 07:30 debrief room	1 Mar 07:30 debrief room
2 07:30 debrief room	3 07:30 debrief room	4 07:30 debrief room 16:00 QJ meeting; DBR	5 07:30 debrief room 13:00 QUB FINAL PREP	6 07:30 debrief room 08:00 QUB FINALS	7 07:30 debrief room	8 07:30 debrief room
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The graphic features a teal and blue background with medical icons: a pink cross, a white ECG line, and a syringe. Three circular inset images show a medical mannequin with an oxygen mask, a group of people in a debriefing session, and a person in a hospital bed being attended to. The text is in a bold, dark blue font.

# SIMULATION DEBRIEF + TRAINING

Develop your simulation debriefing skills on this one day course using the Scottish Centre Debriefing Model

**MONDAY 27<sup>TH</sup> APRIL 2026**

**9AM-5PM**

**SIM SUITE, LEVEL 2 MEC**

**CAH**

Secure your place by emailing:  
[laura.kerr@southerntrust.hscni.net](mailto:laura.kerr@southerntrust.hscni.net)



@STMedEd

We are committed to promoting a culture of lifelong learning, offering continuing personal and professional development opportunities. We acknowledge that in order to grow and learn we must look back to understand where we can improve.

## Strategic Priorities

This Annual Strategic Plan for 2025/26 sets out Year 1 of the implementation of our 5 year Vision & Strategy 2030.

The areas of key focus as a first step in meeting our long-term strategic goals by 2030 are set against our five strategic priorities:



This is summarised as  
“Together, Improving Care,  
Transforming Lives.”

## Workforce

We employ a workforce of  
**15,146 people**  
Our workforce comprises of  
many nationalities and cultures

