

Simulation Fellowship Program guidelines (Medical)

1. Background

Mater offers clinical services for both privately insured and non-insured patients across all patient populations; neonatal, paediatric, young adult, maternal and adult patient cohorts. This includes 36 operating theatres, two emergency departments and three intensive care units, including neonatal intensive care. In addition, the new Mater Centre for Neurosciences offers one of the largest and most diverse neurosurgical services in Australia, providing specialised care for neurosurgery, spinal surgery, neurology, stroke and advanced epilepsy.

Mater's workforce aims to provide exceptional care, every time, in a dynamic, complex and clinically diverse range of specialised procedural services. To continue to lead the way in delivering exceptional care and patient outcomes, our clinicians require innovative, cutting-edge training and education that can meet their ongoing practice development requirements in these environments.

Simulation-based education and training activities are carefully planned to replace or amplify real experiences, replicating the real world in a fully interactive, immersive and experiential manner, without compromising patient safety, experience or outcomes. Scenarios can be developed to educate staff in a wide and diverse range of areas including knowledge, skills, processes, communication and behaviours. They can also challenge individuals and teams to safely and deliberately apply and practice what they have learned to achieve higher levels of confidence, competence and understanding of their roles, both as an individual and as part of an interprofessional team.

Mater Education is one of only three Affiliate Partners of the internationally renowned Center for Medical Simulation (CMS) in Boston, and supports Mater clinicians to improve their knowledge, skills and clinical practice, through a suite of high quality simulation-based programs inclusive of simulation faculty development pathways and optional CMS residency programs.

2. Purpose of the program

The Simulation Fellowship Program is a joint initiative of Mater Health and Mater Education, supported by Mater Foundation, and is designed as an additional avenue to improve clinical practice at Mater through innovative education and training. The long-term objectives are to change the culture within Mater by allowing a higher level of participation by clinical staff in simulation activities, increasing the number of clinical staff involved in the development and evaluation of innovative training methodologies, and increasing educational research and scholarship at Mater.

The program aims to:

- support Mater health professionals to undertake training and research that is linked to their practice and promote the translation of new evidence into improved clinical practice and patient care delivery

- allow Mater health professionals time to develop their research, educational and training interests, and innovative thinking to maximise translation of training and education outcomes into practice
- build and strengthen capability of clinical staff in simulation education methodology and practice through mentorship by experienced simulation and education facilitators
- integrate health, education and research as outlined in the Exceptional Every Time strategy
- provide an enabler and differentiator for Mater in attracting and retaining exceptional health professionals with a keen interest in education.

3. Scope of the program

The Simulation Fellowship Program (Medical) is designed to provide salary support for up to a 0.5 FTE fellow position. It is expected that the simulation fellow will also maintain clinical hours at Mater. The Simulation Fellowship Program will be competitive, providing support for our most promising emerging clinical medical educators, and may also be used to help recruit interested clinicians to Mater.

Simulation fellows may participate in a three month CMS residency program, which is offered as part of Mater Education's Affiliate Partnership with the CMS, upon successful completion of their 12 month fellowship. Residency program fees are covered by this arrangement, but no other costs (e.g. travel and accommodation).

College accreditation

The simulation fellowship has been approved as a Category A special skills training position for advanced trainees with the Australasian College for Emergency Medicine, for a 12 month 0.5 FTE role or 6 month 1.0 FTE role.

4. Categories of award

The Simulation Fellowship Program (Medical) has two categories, each with the same salary package. The fellowship appointment term is for one year, during which the fellows will undergo an annual performance review.

4.1 Simulation Fellowship by Higher Studies

This fellowship is designed for health professionals who want to undertake a significant research project in simulation. It is expected that the individual would have reasonable pre-existing knowledge in simulation-based education.

Fellows undertaking this program are expected to participate as simulation faculty on key Mater Education simulation programs and undertake simulation instructor training in accordance with the Mater Education simulation faculty development pathway.

4.2 Simulation Fellowship by Course Work

This fellowship is designed for health professionals who wish to gain knowledge and expertise in simulation education and training.

It is expected that fellows undertaking this option will enrol and complete a Graduate Certificate in Simulation. The fellowship program is inclusive of postgraduate course fees if undertaking the coursework through Mater Education's teaching affiliate, MGH Institute of Health Professions.

Fellows undertaking this program are expected to participate as simulation faculty on key Mater Education simulation programs and undertake simulation instructor training in accordance with the Mater Education simulation faculty development pathway.

5. Eligibility

To be eligible for the fellowship, an applicant must:

- be employed by Mater as a qualified health professional, and undertake a minimum of 0.5 FTE on clinical or health service duties for Mater for the duration of the fellowship
- have recently completed or be near completion of the fellowship requirements of a relevant vocational training program
- undertake any proposed research project in association with Mater Education
- be willing to participate in public events (including Mater Foundation and Mater Education events) to promote simulation.

5.1 Simulation Fellowship by Higher Studies

In addition to the general eligibility criteria, to be considered for this category an applicant must:

- be enrolled or about to enrol in a research higher degree (PhD, other doctorate degree or a Master's degree) at the time of award, or provide a sufficient reason as to why they prefer not to enrol in a research higher degree
- demonstrate research experience or evidence of ability or significant potential to conduct research.

5.2 Simulation Fellowship by Course Work

In addition to the general eligibility criteria, to be considered for this category an applicant must:

- be prepared to complete prescribed course work through the MGH Institute of Health Professions or other education provider (course fees are not supported for other education providers)

- be prepared to lead a quality improvement activity or a small research project utilising simulation methodology
- demonstrate a plan to undertake a leadership role promoting simulation/education within their professional area, including providing mentorship to colleagues.

6. Application process

Prior to submitting an application, prospective applicants must contact the relevant Director/Head of Department in their clinical service to ascertain whether they are prepared to support the application. The Director/Head of Department is required to certify the application prior to submission. Applications are to be made on the forms provided by Mater Education and can be requested via email (simfellowships@mater.org.au).

Applications must be submitted electronically to simfellowships@mater.org.au and should include any supporting documents.

Completed forms must be submitted by midnight on the advertised closing date. Mater Education will acknowledge receipt of application. Please ensure your contact details are provided correctly in the application.

To ensure fairness to all applicants, incomplete or late applications will not be accepted and no exceptions will be made.

7. Assessment process and selection criteria

A selection panel will be appointed and will consist of the Clinical Simulation Director, Education Programs Manager and representatives from Mater's simulation community as determined by the CEO Mater Education.

All applicants will be assessed and ranked against the selection criteria. All criteria are assessed relative to opportunity. Applicants are also given the opportunity to address any other matter that they believe is relevant to the objectives of the program.

Mater Education reserves the right to consider applications outside the standard application process.

7.1 Simulation Fellowship by Higher Studies

Applicants in this category will be considered against the following criteria:

- the quality of the proposed research, including clarity of research objectives, originality of research, potential importance or impact on the field, feasibility, likelihood of success, likelihood of being translated into improved patient and educational outcomes, and capacity of the

applicant to form new, or strengthen existing teams and collaborations in their field of simulation education during and after the fellowship

- the applicant's demonstrated research and clinical track record relative to opportunity. Where track record has not been developed yet, applicants will be assessed on their ability to undertake research, including a good support network, sound project idea and methodology and good understanding of the research area. Evaluation is also based on the track record of the identified mentor and their ability to support the applicant
- demonstrated experience and/or potential to complete the fellowship program and participate in Mater Education's interprofessional simulation education activities
- demonstrates alignment of values, beliefs and attitudes to those of Mater.

7.2 Simulation Fellowship by Course Work

Applicants in this Category will be considered against the following criteria:

- the relevance of the clinical or health service duties to the potential for the fellowship to increase simulation capacity at Mater through training, leadership, team building and collaboration
- the applicant's demonstrated education and/or clinical track record relative to simulation/education
- demonstrated experience and/or potential to complete the fellowship program and participate in Mater Education's interprofessional simulation education activities
- demonstrates alignment of values, beliefs and attitudes to those of Mater.

8. Terms and conditions of the fellowship

Upon successful outcome of review, the award of the fellowship is subject to the following conditions:

- the successful applicant must be a Mater employee for the period of the fellowship
- the fellowship is managed through Mater Education. The Simulation Fellowship Program is an internal program administered by Mater Education
- funding must be spent in accordance with the timeline and purposes stated in the application, and as approved by the Mater Education Simulation Fellowship Committee
- any changes related to the fellowship must be approved by the Simulation Fellowship Committee and have the written agreement of the relevant Director/Head of Department of the clinical service
- the simulation fellows are to meet with the Clinical Simulation Director at least monthly to discuss progress in the program, including the achievement of pre-defined program milestones and/or key deliverables against the timeline

- the simulation fellows are to meet with the Simulation Fellowship Committee quarterly to discuss progress in the program
- a final report outlining the outcomes of the fellowship will be provided to the Clinical Simulation Director within one month of the completion date of the fellowship
- any publications or media publicity arising from the Simulation Fellowship Program shall appropriately acknowledge Mater Education
- the final budget will be subject to confirmation by the Clinical Simulation Director and the CEO Mater Education. Only fellows who successfully complete the requirements of the 12 month program will be offered the optional three month CMS residency program through the Mater Education/CMS affiliation agreement.

8.1 Simulation Fellowship by Higher Studies

Successful applicants in this category will comply with these additional conditions:

- proof of enrolment must be submitted to the Fellowship Committee before a fellowship position will be offered, unless otherwise agreed with the Review Committee
- on completion of any postgraduate studies undertaken as part of the fellowship, proof of academic record/transcript shall be provided to the Simulation Fellowship Committee.

8.2 Simulation Fellowship by Course Work

Successful applicants in this category will comply with this additional condition:

- it is expected that the required coursework will be completed in the 12 months of the fellowship program. Beyond the 12 month fellowship program any incomplete studies will no longer be funded unless extension approved in writing by the Simulation Fellowship Committee.

In the event that an applicant fails to comply with these conditions, Mater Education reserves the right to withdraw the award and grant the fellowship to another candidate.

9. Further information

Further information regarding the Simulation Fellowship Program may be obtained from the Simulation Fellowship Committee.

Email: simfellowships@mater.org.au

Phone: (07) 3163 1500

Address: Mater Education, Level 4 Duncombe Building,
Raymond Terrace, South Brisbane, Qld 4101

