



## PWYLLGOR CRONFA ELUSENNOL CHARITABLE FUNDS COMMITTEE

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	23 May 2023
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Education and Simulation Training Facility – Glien House
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Lisa Gostling, Director of Workforce and Organisational Development
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Amanda Glanville, Assistant Director of People Development

**Pwrpas yr Adroddiad (dewiswch fel yn addas)**

**Purpose of the Report (select as appropriate)**

Ar Gyfer Penderfyniad/For Decision

### ADRODDIAD SCAA

#### SBAR REPORT

##### Sefyllfa / Situation

This report sets out the plans to refurbish an existing office space on the ground floor at Glien House, to provide a multi-functional space for employability skills training, Simulation Based Education (SBE) training and school engagement activities. This multi-functional space will enable us to ensure the operational delivery and effectiveness of our SBE programmes and realise our strategic vision of providing exemplary education and training to staff, students, and our local population.

It has been identified that simulation has a positive impact on performance, patient safety and patient outcomes. It allows staff and volunteers to have a safe and realistic learning experience applying their knowledge to a real situation without any patients coming to harm. In addition, it encourages interprofessional education, which in turn improves team collaboration and better patient care. It will allow school students to practice simulated activities within a non-clinical environment and therefore encourage the youth population into careers within the NHS, and more importantly demonstrate what the Health Board has to offer.

The Charitable Funds Committee is asked to note the reconfiguration and refurbishment plan for this multi-functional educational space and consider and approve an application for £42,883.11 of charitable funding to support to fund the cost of the capital works.

##### Cefndir / Background

SBE learning modalities for individual, team and system training and analysis are growing in necessity with increasing demands on NHS services and the clinical teams' time. Evidence highlights the effectiveness of SBE to support healthcare teams to remain proficient, learn together and increase team performance. It allows the review of quality matrices to increase patient safety and identify improvements in systems.

Within education, SBE is an invaluable tool. It allows healthcare professionals to apply their clinical skills in amongst their non-technical skills such as communication and human factors, which is paramount for patient safety. With the use of SBE, it provides practice and experience

of high consequence events in a safe environment, improving patient care and safety. Simulation is not the technology or device used; it is a method of training. Evidence supports the efficacy of SBE in developing interprofessional teamwork skills over and above traditional educational models, creating a blended approach to learning.

Many factors must be taken into consideration to ensure the operational delivery and effectiveness of the training programmes that is needed for meaningful SBE to occur. Integral to this is having an accessible and suitable simulation suite that can be used to deliver the range of SBE training planned to support the development of our existing and future workforce, pupils, students and our local population.

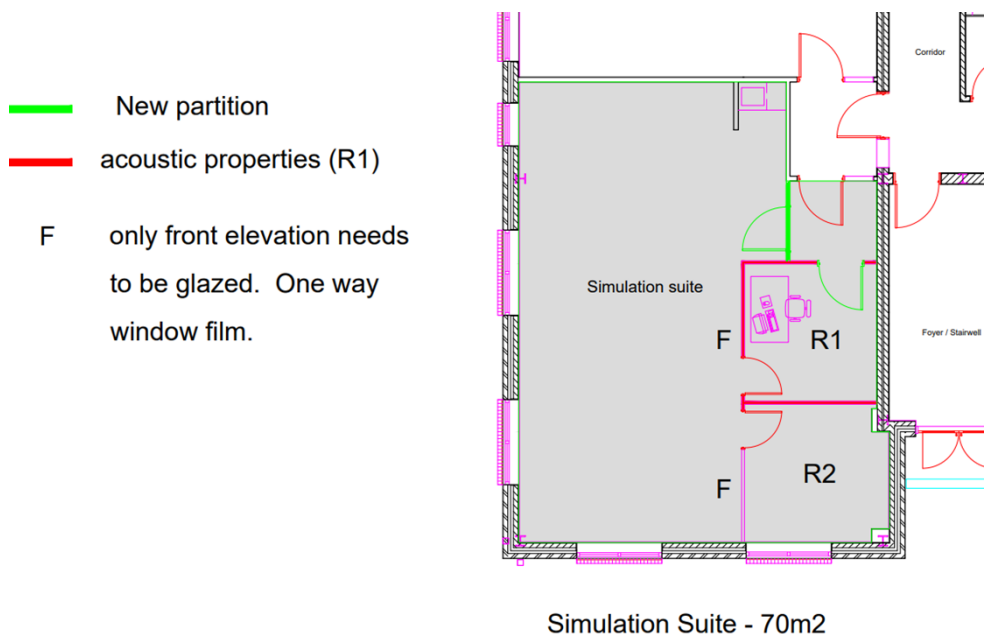
At present, there is limited facility for SBE to occur and having a reconfigured space would allow for us to offer employability skills training for our current and future workforce. It would develop transferrable skills that allow people to work well with others, apply knowledge to solve problems and fit into any work environment. It would help us to support people to develop the core skills and traits needed in every job including communication, teamwork, critical thinking, collaboration and adaptability. This would also enable us to secure external funding from the Shared Prosperity and Skills for Talent fund for further development projects.

The multifunctional space would also allow further development of engagement programmes with schools, utilising computer-based simulation and mixed reality simulations including virtual reality.

### Asesiad / Assessment

To ensure we utilise a multi-modality SBE approach across our facilities, it is proposed to occupy, reconfigure and refurbish the existing office space on the ground floor at Glien House as proposed below. This will allow a flexible space for clinical education simulation and team training courses to take place as well as school engagement and employability training to be undertaken. The number of staff to benefit from this new facility would be approximately 3,000 individuals per year. In addition, it will enable the space to be used for school activities, masterclasses and engagement events, benefitting in excess of 200 students per year.

The proposed reconfigured office space is outlined below:



The costs associated with this reconfiguration and refurbishment is identified below, the majority of which are informed by quotes obtained for the works required.

### Employability & Simulation Suite - Refurbishment Costs

IT & Electrical costs	£14,397.60	Quote
Air conditioning	£3,850.80	Quote. Open plan space only
Flooring (vinyl)	£3,216	Quote
Blinds	£624	Quote
Access control (Salto)	£1,950	Estimate
Supply and install new partitioning to create two new office spaces and lobby. Solid wall partitioning to the sides of the offices. Half height double glazed partitioning to the front. Privacy film for glass partition. Supply and install acoustic above tile insulation	£16,844.71	Quote
Legal Fees	£2,000	Legal fees are down to the budget holder due to the nature of the project. These relate to the lease of the additional space.
Contingency	£3,000	
<b>Total Costs (excluding VAT)</b>	<b>£42,883.11</b>	

The 2023/24 People Development budget is to be used to fund the ongoing leasing costs below. Once funding has been secured for the reconfiguration and refurbishment, final sign off of the lease will be obtained from the Executive Team, allowing all legal processes in relation to the lease to commence with immediate effect. It is anticipated that the facility will be ready to use by August 2023.

### Employability & Simulation Suite - Leasing Costs covered by Workforce & Organisational Development (W&OD)

The new lease for the employability and simulation suite will run alongside the existing building leases due to the occupation of a new space. The lease is a five-year term, with the option to break at year three. Therefore; start date 29 March 2022, end date 28 March 2027, with the break option date of 29 March 2025. This will run alongside the existing lease of the building. This provides assurance that the refurbishment will provide return on investment. Due to the nature of the refurbishment, very little equipment mentioned above could be relocated, with the exception of the blinds.

	<b>Annual costs</b>	
Rates	£3,500	Estimate
Rent	£9,576	Actual
Service Charge	£2,280	Actual
Cleaning costs	£1,800	Estimate

Utility (electricity) costs	£2,000	Estimate
Maintenance	£500	Estimate
<b>Estimated annual cost</b>	<b>£19,656</b>	

To monitor the effectiveness of the facility, annual evaluations will be undertaken. This will include data in relation to the number of delegates benefitting from the facility and the purpose and feedback of the outcome of activities. Finally, data will also be captured in relation to how activities have improved patient care or where they have been used as an intervention for retraining.

Discussions have taken place with various executives in relation to this project including the Director of Finance, Director of Nursing, Quality and Patient Experience, and the Director of W&OD, who in principle were supportive, recognising that funding the refurbishments could not be achieved through existing revenue or capital budgets.

The charity's general fund (Support for Life Response Fund T600) does not currently have sufficient funds to cover the cost of this request in full. However a legacy gift for general charitable purposes is pending receipt and it is proposed that this project is approved in principle, subject to the receipt of the legacy gift.

#### Argymhelliad / Recommendation

The Charitable Funds Committee is asked to consider and approve in principle £42,883.11 of charitable funding to cover the cost of the capital works associated with the creation of the Education and Simulation Training Facility at Glien House.

<b>Amcanion: (rhaid cwblhau)</b>	
<b>Objectives: (must be completed)</b>	
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not Applicable
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	Not Applicable
Parthau Ansawdd: Domains of Quality <a href="#">Quality and Engagement Act (sharepoint.com)</a>	3.3 Quality Improvement, Research and Innovation 7.1 Workforce 7. Staff and Resources
Amcanion Strategol y BIP: UHB Strategic Objectives:	6. Sustainable use of resources
Amcanion Cynllunio Planning Objectives	Not Applicable

Amcanion Llesiant BIP: UHB Well-being Objectives: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022</a>	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS
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<b>Gwybodaeth Ychwanegol: Further Information:</b>	
Ar sail tystiolaeth: Evidence Base:	National framework for simulation based education.pdf (hee.nhs.uk) British Journal of Nursing - Using simulation exercises to improve student skills and patient safety Simulation in Clinical Nursing Education - PMC (nih.gov) simulation-Based Education In Healthcare (aspah.org.uk)
Rhestr Termiau: Glossary of Terms:	Computer-Based Simulation - The modelling of real-life processes with inputs and outputs exclusively confined to a computer, usually associated with a monitor and a keyboard or other simple assistive device (Textbook of Simulation). Subsets of computer-based simulation include virtual patients, virtual reality task trainers, and immersive virtual reality simulation  Virtual Reality - The use of computer technology to create an interactive three-dimensional world in which the objects have a sense of spatial presence; virtual environment and virtual world are synonyms for virtual reality. A computer-generated three-dimensional environment that gives an immersion effect.
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Cronfa Elusennol: Parties / Committees consulted prior to Charitable Funds Committee:	Executive Team

<b>Effaith: (rhaid cwblhau) Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	Subject to development of an Integrated Impact assessment exercise
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	Building SBE allows learning using a humanistic approach. This can often lead to greater self-awareness, positively impacting patient care. It will allow 'reflection on actions' as when incidents are investigated, it is often not due to skills and knowledge, but system errors and communication. Identification of these issues is not evident in other educational modalities.
<b>Gweithlu: Workforce:</b>	Using the SBE for engagement activities will promote careers within the NHS and also highlighting HDdUHB as an employer of choice.

<b>Risg: Risk:</b>	Form part of the Integrated Impact assessment exercise
<b>Cyfreithiol: Legal:</b>	Not Applicable
<b>Enw Da: Reputational:</b>	Positive impact on reputation as a result of creating opportunities with schools, colleges and wider youth population.
<b>Gyfrinachedd: Privacy:</b>	Not Applicable
<b>Cydraddoldeb: Equality:</b>	Accessibility considered in the design of the SBE suite