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Staff Consultation:

Proposed changes to Kids Simulation Australia (KSA) and Critical Care Simulation (CCS)

Amanda Jenkins – Associate Director, Education and Simulation Services

Dr Chris Webber – Director, Emergency Department (SCH)



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Sydney Children's Hospitals Network

Sydney Children's Hospitals Network acknowledges that our facilities are built on the lands of the Bidjigal, the Cammeraygal, the Burramattagal, Cabrogal, Wangal, and the Woddi Woddi. Our services extend across the lands now known as New South Wales.

Aboriginal people believe these lands hold the ancestral spirits of those who have come and gone before them.

We acknowledge this is, was, and always will be, Aboriginal land.

Background

- SCHN currently operates two separate simulation services—Kids Simulation Australia (KSA) and the Critical Care Simulation (CCS) team—both delivering simulation-based education and translational simulation across hospital sites. KSA provides centralised and in-situ simulation, while CCS, based in the SCH Emergency Department, leads ED-focused and broader critical care simulation activities.
- KSA has been financially unstable since its initial funding ended in 2018, relying heavily on restricted financial assets, while CCS positions are funded through philanthropic donations.

Review that informed the proposal

- A review begun in August 2025 which now leads to the proposal of merging these services into a single Network Simulation Service under SCHN Education and Simulation governance to improve planning, efficiency, and return on investment
- The review included:
 - Mapping of current service workforce profiles including position classification and FTE
 - Scope of both KSA and CCS services; including courses offered, target audience, number of participants, revenue generation
 - Identifying core courses
 - Utilisation of current FTE per positions

What is being proposed

- A singular Network Simulation Service is proposed under the governance of the SCHN Education and Simulation Service.
- It is envisaged that these proposed changes will provide clear strategic direction and governance for Simulation services across the Network, and improve operational planning, resources and financial efficiencies.

Anticipated benefits from the proposed structure

The core functions of the dedicated simulation service would be:

1. Effective utilisation and delivery of simulation-based education
2. Resource management and support for simulation equipment across all simulation spaces in the Network
3. Enhancing quality and safety through translational simulation
4. Building translational simulation capacity across the Network



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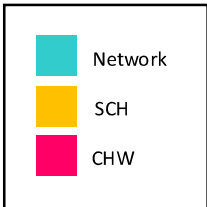
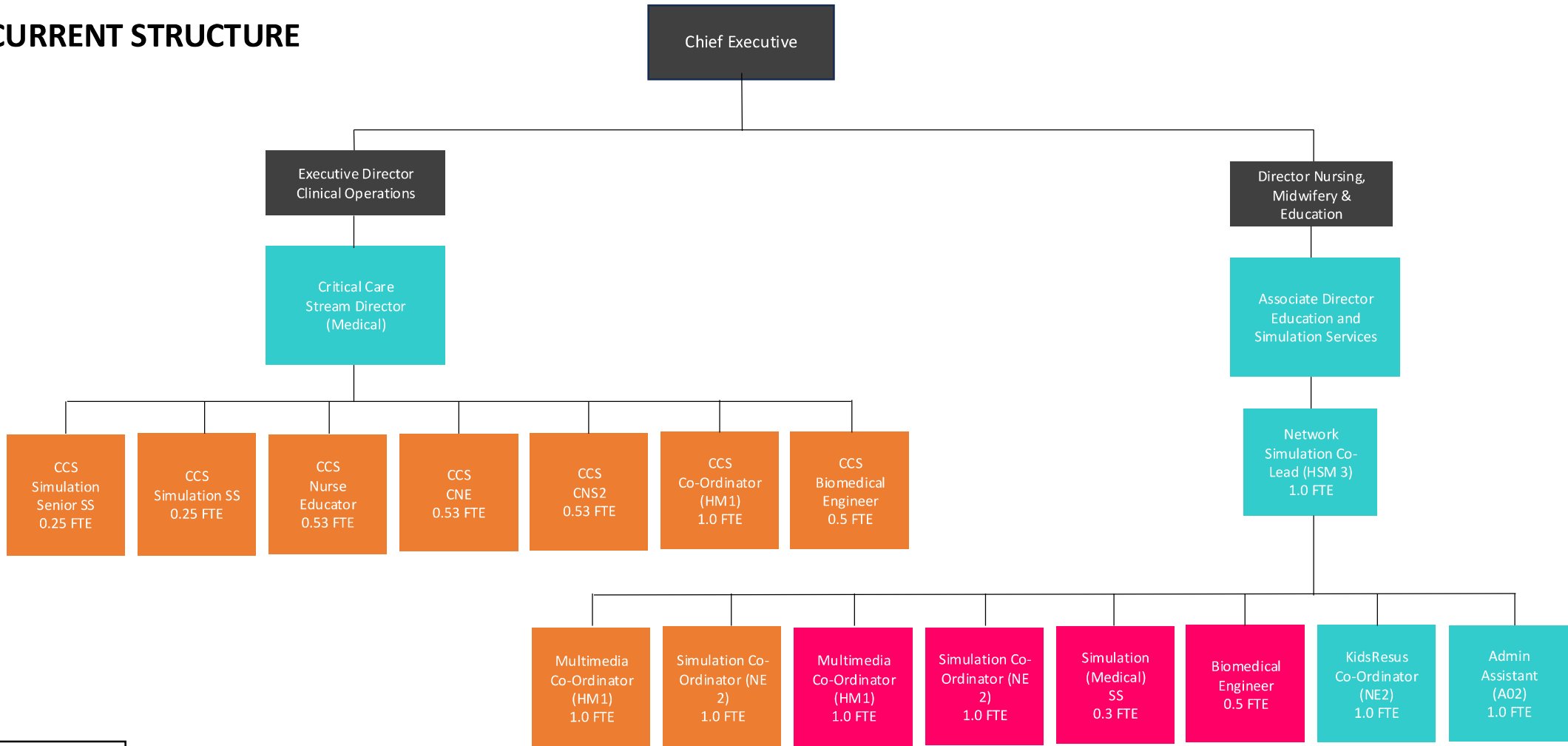
Anticipated benefits from the proposed structure



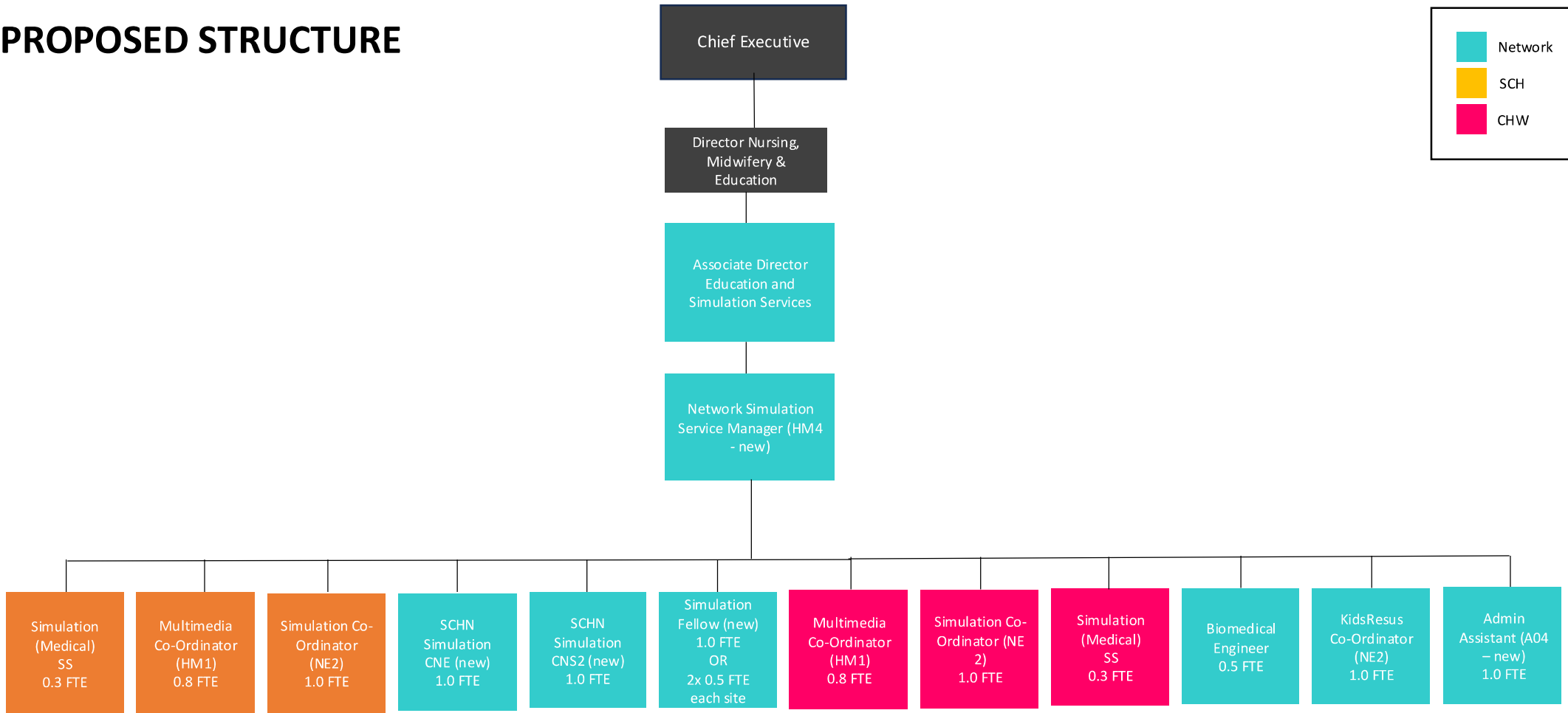
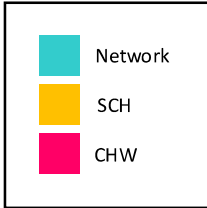
The proposed Network Simulation Service through its functions and audience scope, would support the SCHN in achieving many of the strategic priorities of the SCHN Strategic Plan 2023-2027, with particular emphasis on:

- Safe care everywhere
- We value our people
- Leverage research, innovation and technology

CURRENT STRUCTURE



PROPOSED STRUCTURE



Overview of the Change Process

1. Consultation with team on proposed changes, with 1:1 meetings (2 weeks)
2. Leadership to consider the feedback and suggestions received from staff
3. Meeting with staff to present feedback and final proposal for CE consideration
4. Brief to CE to consider final proposal
5. Approval from the Chief Executive to implement
6. Fill roles in accordance with the NSW Health Policy Directives:
- *Managing Excess Staff of the NSW Health Service*
7. New structure comes into effect

Now. The consultation process



Talk about it



Think about it



Ask questions and seek
clarification



Offer suggestions and
feedback. **We want to hear
from you**

Now. The consultation process

- The **formal consultation** is when the proposed structure is consulted on with ongoing and temporary staff, and unions/industrial associations. *You are encouraged to participate and actively provide feedback and suggestions during this process.*
- The formal consultation period commences from today **30 March 2026** and will go for 2 weeks, closing on **13 April 2026 COB**.
- All **draft role descriptions** for proposed roles detail the relevant capabilities and essential requirements for the role and will be available for review during the consultation period.
- Email any feedback, concerns and suggestions about the proposed structure and role descriptions to SCHN-SCHN-SIMSConsultation@health.nsw.gov.au

Implementation

Implementation is when we undertake recruitment to the roles in the new structure.

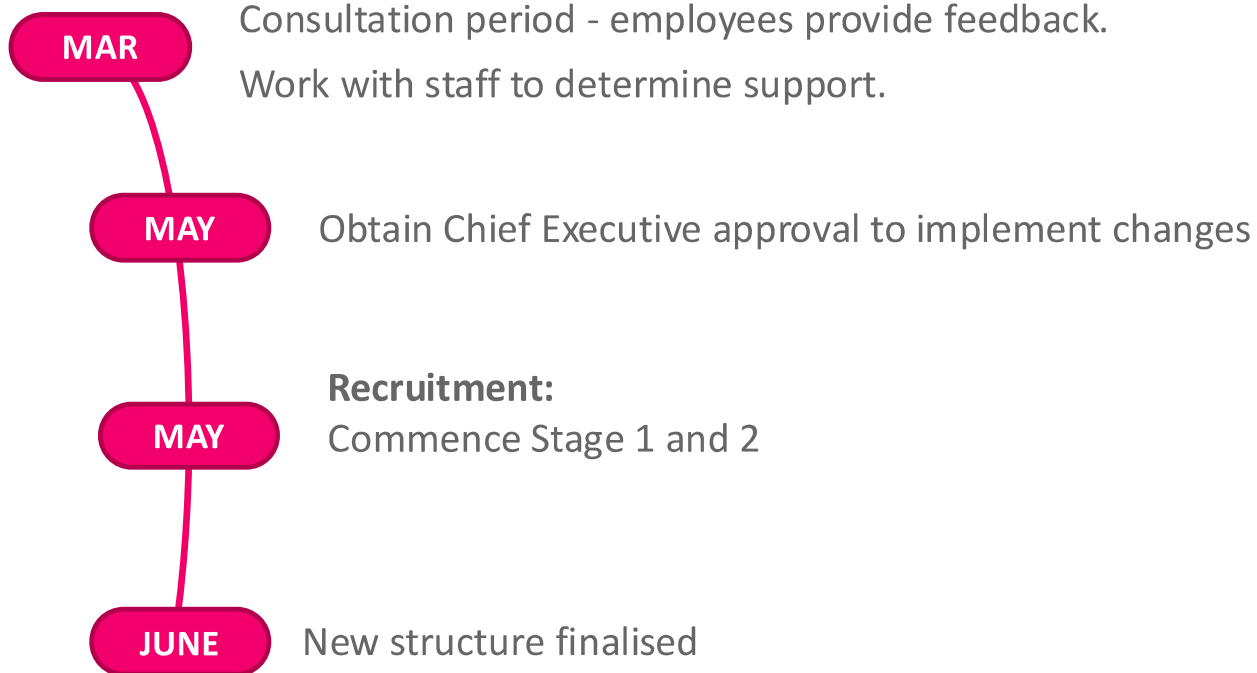
This is done in two phases, in accordance with Policy.

Stage 1 – Priority Assessment

Stage 2 – External recruitment

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Indicative timeline





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Support for staff



We are here to support you through the proposed changes.

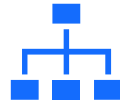
- In the first instance, contact **Amanda Jenkins**, Associate Director for Education and Simulation (KSA staff) or **Dr Chris Webber**, Director of SCH ED (CCS staff) for more information on the proposed changes
- To discuss any HR related issues or matters, including policy queries or your circumstances, please contact your People and Culture representative:
 - **Elizabeth Hall**, Principal Business Partner, SCHN – CCS staff
 - **Sharon Bau**, Associate Director of Workforce Services, SCHN – KSA staff
- Your union representative
- Employee Assistance Program (TELUS)

Telephone: 1800 454 713

Next steps



The consultation period runs from 30 March 2026



Further information including: today's presentation, proposed team structure, draft role descriptions will be available via email (that will be directly sent to you)



Speak with Amanda Jenkins (KSA) or Dr Chris Webber (CCS) to clarify any questions you may have about the proposal



HR Support –
KSA staff contact
Sharon Bau and
CCS Staff
contact
Elizabeth Hall



Provide any formal feedback by **13 April 2026** to SCHN-SCHN-SIMSConsultation@health.nsw.gov.au



All feedback will be considered and assessed, and the final structure will need to be approved by the Chief Executive



The Sydney
children's
Hospitals Network