



Singapore Healthcare Management 2018

# Integration Experience of Multiple Simulation Entities at Academia



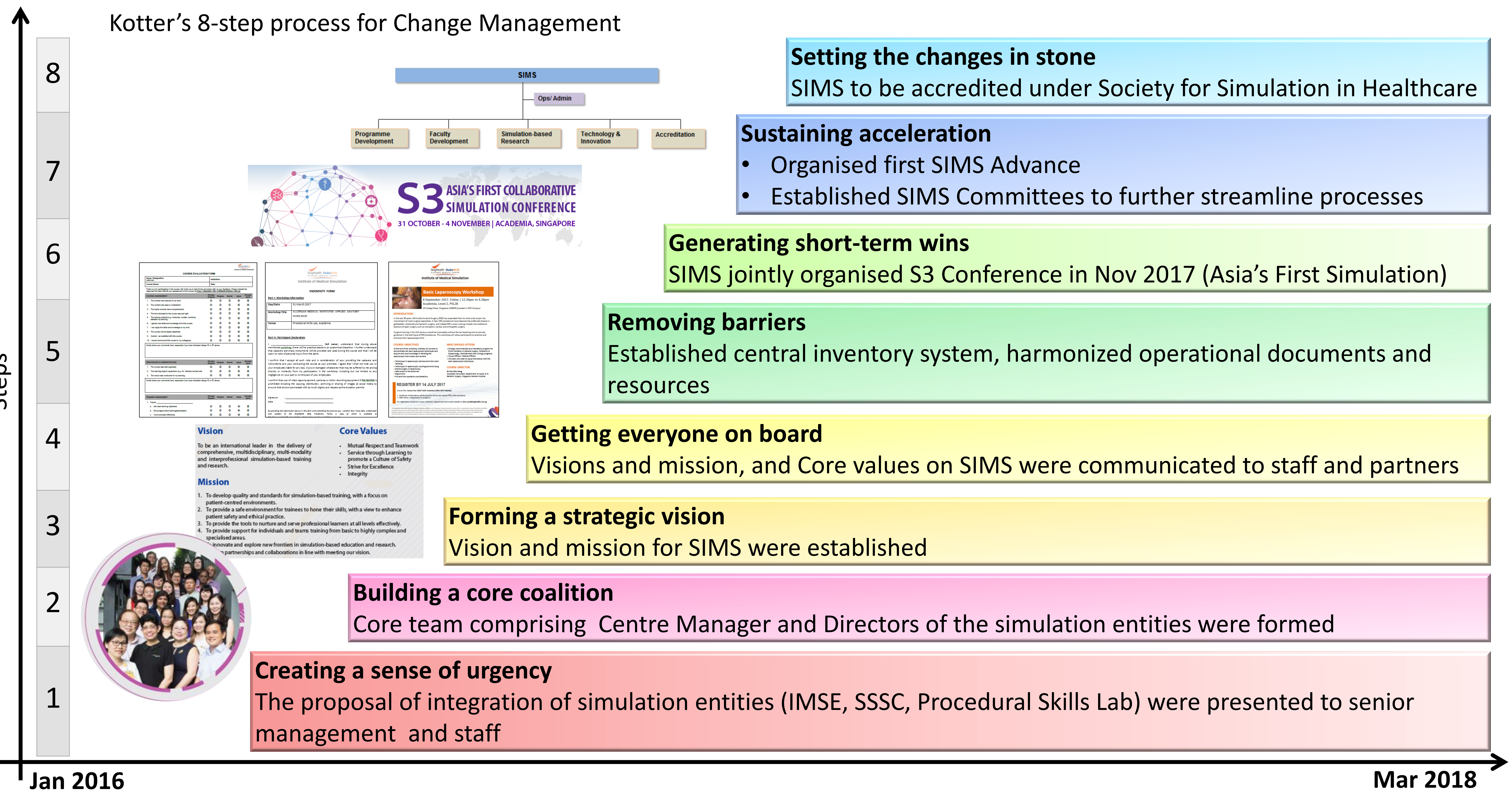
Institute of Medical Simulation

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## Introduction

Simulation entities had been active in the various SingHealth Institutions for decades. The establishment of SIMS marks the integration of multiple simulation entities within SingHealth. Integration leads to changes; the need for a common vision and mission, harmonising operations and streamlining process. Dr. John Kotter's 8-step process for Change Management has been adopted to facilitate the process of integration.

## Methodology & Action taken



## Results

**Feb 2016:** Singhealth Duke-NUS Institute of Medical Simulation (SIMS) that consists of SGH Institute of Medical Simulation (IMSE), Singhealth Duke-NUS Surgical Skills and Simulation Centre (SSSC) and Procedural Skills lab, SingHealth Academy were integrated.

**Nov 2016:** 79% engagement and 82% enablement satisfaction rate under Employee Engagement Survey 2016.

**Jan 2017:** SIMS was officially launched by DPM Teo Chee Hean.

**Mar 2017:** SIMS Engagement Session

**April 2017:**

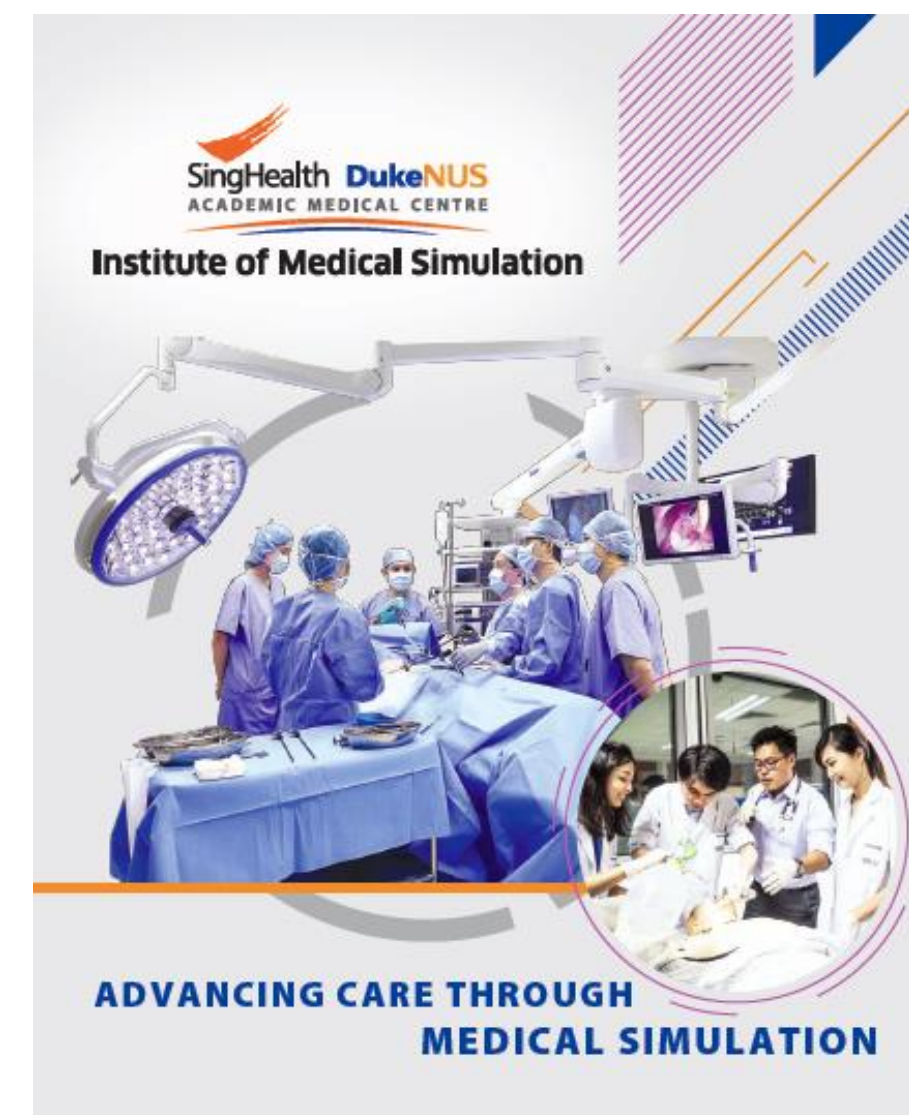
- Simulation Programmes in SingHealth were harmonised under SIMS branding.
- A Centralised Resource Site for teaching faculty and simulation equipment.

**July 2017:** Launch of SIMS Brochure

**Nov 2017:** S3 Conference

**Mar 2018:** SIMS Advance & SIMS Committees established

No of Workshops:  
2016: 541 | 2017: 717



## Conclusion

Dr. John Kotter's 8-step process for Change Management is useful in the integration process of SIMS as it resulted in a more efficient and effective simulation institute that meets SingHealth's education mission.