

Health and Care Simulation Professional Development Framework

Frequently Asked Questions

1. Is this framework mandatory?

No. The framework is designed as a professional development, workforce, and quality support tool. It is not mandatory but instead is intended to guide and strengthen practice. It provides a shared structure that individuals and organisations can adopt in ways that suit their context.

2. Do I need to meet every descriptor at a level before progressing?

No. The tiers (Discovery, Growth, Maturity) are developmental guides, not checklists to be completed in full. Roles vary significantly across organisations, and not every descriptor will apply to every individual. The framework has been designed to support progression and reflection, not rigid compliance.

3. Who is the framework for?

While it supports dedicated simulation faculty and teams, the framework is also relevant to:

- Educators across professions
- Clinical staff using simulation
- Quality improvement, human factors, transformation, culture, organisational development and patient safety teams
- Leaders responsible for simulation and organisation strategy

It is intentionally broad to reflect the diversity of simulation practice.

4. Why is the framework high-level and generic?

Simulation spans many different professions, sectors, and settings. A highly prescriptive framework would quickly become restrictive or outdated. This framework is intended to provide structure without constraining innovation.

This framework is deliberately high-level to:

- Remain future-proof
- Allow local adaptation
- Support diverse professional pathways
- Enable alignment across sectors

5. Does every organisation need to demonstrate all five domains?

No. The five domains represent the breadth of simulation practice. Smaller organisations or specific roles may focus more on certain domains than others. The framework is designed to recognise expertise and experience, not exclude based on scope.

6. How can this framework support appraisal and career progression?

The framework can be used to:

- Guide professional development discussions
- Structure personal development plans
- Inform job descriptions and workforce planning
- Support evidence gathering for appraisal

Supporting tools and templates will be developed to help with this.

7. How does this align with existing frameworks (e.g. Royal Colleges, Scottish frameworks, FHEA)?

The framework is not intended to replace existing professional frameworks. Instead, it provides a simulation-specific lens that can complement them. Many organisations have already identified strong areas of overlap.

8. Will there be practical tools to support implementation?

Yes. Following launch, we will continue to develop:

- Simplified guidance materials
- Case study examples
- Templates for reflection and evidence
- A case study submission format for organisations

This will evolve over time in response to community use.

9. How will accreditation link to the framework?

The framework provides a shared language that may support accreditation and re-accreditation processes. Specific guidance will be developed if the framework is used formally within accreditation pathways.

10. I am new to simulation. Where should I start?

Start at the Discovery tier and focus on the domains most relevant to your role. The framework is intended to support growth over time, not immediate mastery.

11. How can my organisation get involved?

We welcome pilot sites and case study contributions. Over time, we will showcase examples of how organisations are applying the framework locally to reflect the diversity of implementation approaches.

12. Why is this framework needed?

Simulation practice has grown significantly across healthcare and education. However, there has been limited shared language to describe progression, capability, and professional standards.

This framework supports the professionalisation of simulation while recognising its complexity and diversity.