



Simulation Australasia Limited

Report to the 2023 Annual General Meeting

Simulation Australasia Ltd ABN: 13 087 862 619

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VISION

We envision a future where modelling and simulation enables us all to create and live in a better, safer world.

MISSION

We strive to build a better future by connecting Australasia's modelling and simulation communities, promoting cross-industry research and collaboration and fostering the development of modelling and simulation professionals and standards of good practice.

ORGANISATION OBJECTIVES

To promote the use of simulation for the benefit of providers, practitioners and users in order to increase the use of simulation in achieving organisational goals, for the advancement of Australasia's economy and society.

To optimise the Company's ongoing value to and relationship with members generally;

To support the professional development and certification of simulation professionals;

To support and undertake research and development that demonstrates the benefits and applications of simulation and related fields to the Australasian economy as a whole or to specific sectors of it;

To advocate on behalf of members to decision-makers and influencers in government, business, education, training and the media regarding the benefits and use of simulation;

To actively support diverse participation in all aspects of Company activities in line with Commonwealth guidelines for Diversity. The Company's diversity objectives include, but are not limited to, gender diversity;

To develop external relationships with like-minded organisations to progress the use of simulation; and

To engage in other activities in support of these objective

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From the Chair

Dear Members,

It is again my great pleasure to present this 2023 Annual Report, and to welcome you to the 2023 Annual General Meeting (AGM) of Simulation Australasia Limited (SimAust).

As always, I'd like to start by thanking you, our members, for your continued support of Simulation Australasia. Our members are the only reason this organisation exists, and the Board is constantly striving to ensure members' needs are first and foremost in our thinking.

During the past year, a significant amount of the Board's effort has been spent on the 2023 ASC. Considering that it was our first in-person event since 2019, with many new people involved in the organising committee, a new Professional Conference Organiser, plus all the constraints in the areas of the community from where delegates and exhibitors are drawn, I believe ASC23 accomplished what we intended. ASC23 was essentially a relaunch and provides a fantastic foundation to move on to future events, while being a great event in its own right. There is more detailed report on ASC23 later in this report. **And make sure you have marked the date for ASC 25 (11 – 14 August 2024) in your calendar!**

I would like to highlight the efforts of the ASC23 Organising and Scientific Committees, and the leadership teams of the various Sim Aust groups, and other volunteers. Simulation Australasia relies on volunteers for all aspects of our work.

To continue to expand our activities, we need members and interested simulation professionals to contribute ideas and time to achieve the goals and priorities in the many fields of simulation activity. We invite anyone interested in being involved in this important work to contact the office at admin@simaust.com with your ideas for activities, or to ask questions about how you might be involved.

My sincere thanks to the Board members for their enthusiasm and support during the past 12 months, it has been a privilege to work with them all. A special acknowledgment to Elysebeth Leigh, who retires from the board at the AGM this year due to the organisation's six-year term limit. Elysebeth is a tireless worker and advocate for simulation in all its forms and her contributions on the Board, on the Professional Development program and other initiatives have been essential to achieving the great outcomes we have seen. I would also like to acknowledge the fantastic support from Gillian Vesty, who has again provided financial and accounting support when Treasurer Gerry Bluett has been unavailable.

A huge thank you also to Lyndel Baker of Everyday Admin for keeping things running and keeping me more or less on track over the past year.

The Board looks forward to hearing from you and working with the community to advance the profession of simulation in 2024!

Yours sincerely,



Philip Swadling
Chair
chair@simaust.com



10 November 2023

Your Board

The Board members at 10 November 2023 were:

Chair: Philip Swadling

B.E (Electrical Engineering) B.Sc (Computer Science) MIEAust, CPEng NER SM IEEE

Philip is Technical Director for Avionics at Thales Australia. He has over 25 years' experience in the simulation industry and previously served 6 years on the Simulation Australasia board, including 2 years as deputy chair. Philip serves on advisory boards at a number of universities and is an active member of the Thales Australia Diversity and Inclusion and Reconciliation Action Plan working groups.

Deputy Chair: Prof. Marcus Watson

BSc (Hons), MSc, Grad Cert Computer Science, PhD (Cognitive Systems Engineering)

Honorary Professor in the Faculty of Health and Behavioural Sciences, at The University of Queensland. Lead researcher on Human Factors education and design. Extensive knowledge of simulations in Healthcare and Defence and is a national leader in simulation based research. Past Chair of SimAust, a founding member and past Chair of the Australian Society for Simulation in Healthcare (ASSH). Expert in simulation design, including computer- based simulation, serious games and distributed learning.

Treasurer: Gerry Bluett

Gerry has over 30 years' experience in the Simulation industry, with a background in Defence Simulation and Training Programs. Gerry has worked with a variety of companies across that time and is an experienced project manager with a strong background in logistics, cost estimation and training methodologies. Gerry has worked on a variety of projects across the years in the Defence Simulation industry. He also has previous experience as a managing director

Member Of Good Standing: Dr. Elysebeth Leigh

BA Dip Ed (History & Ed), GDE (Social Ecology), M Ed

As a public servant, Human Resources Manager, consultant and educator. Elysebeth's career traversed the domains of finance, entertainment, administration and academic research. Elysebeth has published books and articles on simulation in workplace learning and tertiary education, and designs games and simulations for large and small groups, and is a passionate advocate for simulation.

Elysebeth has now served six years on the Board, and is required by the constitution to retire at the 2023 AGM. Elysebeth has been a tireless worker serving the simulation community for many years, and we look forward to her continued involvement, albeit in a different role.

Member Of Good Standing: Dr Gary Eves

In 30 years of simulation industry experience, Gary has worked in most functions of simulation capability delivery. He has had the unique opportunity to gain experience of simulation application develop and business management across multiple industries and applications: civil flight, automotive, general VR, high-performance computing, engineering, resources, healthcare and defence. Gary holds PhD in the application serious games in simulation and has a role at UNSW in lecturing in the subject. He also has held industry and private committee roles from ordinary member, through treasurer and chairman.

Member Of Good Standing: Dr Fred Hardtke

B.E, Electrical Engineering, B.A, PhD

Fred is Enterprise Modelling & Simulation Manager, Raytheon Australia. He has a strong passion in the field of M&S and has focussed the development of his career around it. A secondary area of interest is in the realm of Human – Computer Interaction and Human Factors. Systems and Software architectures of Virtual and Constructive simulation systems are a key interest, as are technical leadership and new Business Development.

Member Of Good Standing: Matthew Harper

B. Admin Leadership Assoc Dip Disaster Management, Assoc Dip Engineering

Matthew is Managing Director of Resilient Results and is a professional emergency resilience specialist with over 30 years working and leading resilience activities in Australia and overseas. He has worked with police, fire, ambulance, hospital, cross agency coordination bodies and private industry, to identify, negotiate, design, and implement simulation solutions. As an exercise manager and designer, Matthew is passionate about ensuring people achieve the learning objectives desired by simulation.

Member Of Good Standing: Jan Roche

Jan is an innovative leader and visionary with a proven track record as a manager, Board Director and Chair of the Board, consultant, researcher and in health education provider. She has a proven ability to think outside the box, delivering creative solutions to complex problems.

Starting in the field of acute Health Care, Jan transitioned into the fields of Nursing, Medical and Health Education to research and implement high-quality Simulation into University curriculum. Her research areas within simulation include clinical reasoning, developing quality simulations, and standard setting.

Member Of Good Standing: Fiona Love

M.A, B.A (History)

Fiona is currently General Manager, Workforce Development at Australasian Railway Association (ARA). Fiona is an experienced senior leader with a proven record in strategic change management and educational leadership. Fiona's learning leadership in the rail industry began in 1996 when she joined State Rail as a senior educational leader. Following 9 years in rail Fiona transitioned to Sydney Ferries as Director of Training and Development where she was responsible for driving development of key operational and safety capabilities.

Fiona has extensive experience in, and a passion for, designing and implementing capability development solutions needed to ensure the learner is at the centre of the solution and that the learning supports business objectives and meets compliance obligations.

Board Meetings

Board meetings were held on the following dates during the reporting period:

29th November 2022

31st January 2023

28th February 2023

28th March 2023

18th April 2023

23rd May 2023

27th June 2023

25th July 2023

29th August 2023

31st October 2023

A strategy session was held on 22nd September, and based on this it was decided a Board meeting was not needed in September. The outcomes of the strategy session are discussed later in this report.

2023 Simulation Australasia Award Winners



Ray Page Lifetime Achievement Award

Professor Victoria Brazil

Professor Victoria Brazil is an outstanding simulation contributor. Her innovation in translational simulation, her innovation in leadership and her innovation in communication as demonstrated in many keynote addresses and podcasts is unmatched. Prof Brazil has made an outstanding contribution over an extended period of time to the advancement of simulation in Australia and beyond.

Simulation Achievement Award

Atul Malhotra

Associate Professor Atul Malhotra is the Co-Founder of ONE-Sim Education, Flyer and the Immediate Past Co-Chair of Monash Children's Hospital Simulation (MCH Sim), Melbourne Australia. Atul is a visionary clinician, scientist and educator. He has been leading neonatal, and combined obstetric and neonatal emergency simulation programs for more than a decade. His pioneering work with ONE-Sim Education continues to improve the interprofessional training of health care workers and students in Australia and low- and middle-income countries

Jessica Stokes Parrish

Jessica has made a tremendous contribution to simulation throughout her career. The judges were impressed by her commitment, professionalism, and willingness to share her knowledge. Her leadership and contribution to the simulation community is outstanding.

Tod Adams

Tod Adams is an educator, innovator and leader in simulation-based education throughout rural and remote NSW. Her dedication for high quality simulation-based education has led to programs that improve equity in access to education for health care providers in NSW, as well as increased capacity and capability in the use of simulation-based education throughout the state. Her energy, enthusiasm and passion inspire her colleagues, learners and all who know her.

Project Innovation Award

Talk with Ted, Dementia Australia

Developed by Dementia Australia and Deakin University's A2I2 Institute, Talk with Ted is the world's first Artificially Intelligent online immersive simulation experience, to educate users how to better communicate with people living with dementia. It is a safe and effective way for care workers to practise communication skills and learn how to better support people they care for.

BlueRoom, Real Response

BlueRoom™ is a patent-pending, state-of-the-art mixed reality (MR) simulation platform developed by Real Response. Unlike virtual reality (VR), BlueRoom eliminates the need for controllers and allows trainees to enter a virtual environment where they can interact with real-world objects and practise physical and fine motor skills.

Australasian Simulation Congress

Highlights from Australasian Simulation Congress 2023

ASC23 was held in Adelaide from 21 to 24 August, and for a change in perspective Sim Aust partnered with the Systems Engineering Society of Australia and the Australian chapter of the International Test & Evaluation Association.

ASC'23 explored contemporary challenges for simulation practitioners through the theme, 'Life between reality and simulation'.

The ASC 2023 theme reflected the practical considerations for bringing simulations to life: budgets, diversity and inclusion, ethics, innovation and purposeful holistic approaches. Practitioners are increasingly called on to juggle operational realities in an environmental context of increasing socio-technical complexity with ongoing skills and workforce shortages exacerbated by a global pandemic, increasingly frequent natural disasters and a shifting geo-political balance. Modelling and simulation approaches are foundational transdisciplinary enablers to innovations that span the scope of emerging technologies as well as creating new ways of working together.

The lead up to of the congress consisted of a series of eight half day workshop and masterclasses, addressing a wide range of topics ranging from systems thinnig, experiment design human factors and Model Based Systems Engineering.

The congress proper commenced with a Welcome to Country from Kaurna elder Uncle Mickey Kumatpi Marrutya O'Brien. SA Deputy Premier Dr Susan Close officially opened the congress with a speech that perfectly set the tone for the rest of the event.



The outstanding line up of keynotes for ASC23 really captured the essence of the theme across the diverse aspects of simulation, as well as providing multinational perspectives. ASC23 keynotes were:

- Dr Vicki Le Blanc (Chair and Professor of the Department of Innovation in Medical Education at the University of Ottawa) - Emotions in Simulation - Friends or Foes?
- Dr Fred Bowden (Chief Human and Decisions Sciences (HADS) Division, Defence Science and Technology Group) - Simulation for Defence Operations Research
- Ajit Jaokar (Visiting Fellow in the Department of Engineering Science at the University of Oxford, founder feynlabs)- Artificial Intelligence in 2040: Predicting the impact of AI on technology, society and economy in a world (possibly?) dominated by AGI
- Jorge Fainstein Day Gastrell (Acting Director of the INTERPOL Capacity Building and Training Directorate- Immersive technologies and methodologies for law enforcement: An International perspective
- Daniel Hetteema (Director of Digital Engineering, Modeling and Simulation, US DOD) - Realizing the Vision: Digital Engineering and Modeling and Simulation at Office of the Secretary of Defense
- Professor David Snowden (Chief Scientific Officer of The Cynefin Company and the founder and Director of the Cynefin Centre) – Complex Adaptive Systems and the nature of what you should simulate - anticipatory triggers

- Jawahar Bhalla
- Amanda Davies
- Anna Phillips
- Thomas Manley
- Bjorn Wharff

We would also like to again thank our sponsors for their essential support, especially Business Events Adelaide.

The key outcomes that I feel came from the panel discussion at the Simulation Australasia #Simcongress23 were:

Advocacy to Defence

Thanks to Bjorn Wharff, a panel session titled “Post Defence Strategic Review: What does this mean for Simulation & Training?”

Panel members were GPCAPT Steven Young (Dept. of Defence), CMDR Richard Austin (Dept. of Defence), Greg Quilliam (Meikai Group), Phil Swadling (SimAust), with the session moderated by John Welsh (Applied Virtual Simulation).

There was a great deal of interest on the topic, with a lively discussion including comments and questions from the audience.

The key outcomes from the session were:

- 1) There is still a need for a national infrastructure dedicated to the real-time integration of Simulation systems (similar to the US DMON), that can handle Simulation data at multiple classifications.
- 2) The need for a Champion of Simulation in Defence or the Commonwealth, to help drive the changes that are needed to meet the intent of the DSR.
- 3) The need to raise a Defence or a Whole of Government Simulation Office, that has the people with the knowledge and skill to provide governance over simulation projects, while also being able to provide advice to Government and industry on users' needs, emerging technology and the effective and efficient use of Modelling and Simulation.
- 4) That industry needs a greater level of engagement with the Commonwealth on where it should be focusing its development effort to meet the implied increase in the use of Simulation, to address the challenges outlined in the DSR.

Sim Aust will be following up on these points during 2024.

Looking towards ASC 2025

ASC 2025 dates are locked in for 11 – 14 August 2025, in Adelaide. As noted last year, Sim Aust has a six year, three event agreement with Business Events Adelaide, and also with the Adelaide Convention Centre to support the ASC, which greatly assists the with viability of running the ASC.

An organising committee is being formed. Dr Amanda Davies, from Charles Sturt University, has agreed to take on the role of Convenor, and has already started work on collating ideas and lessons learned from ASC23.

At this stage, no decision has been made regarding whether we will again collaborate with SESA and ITEA, however Sim Aust is planning to participate in the SESA/ITEA Systems Engineering and Test & Evaluation conference in 2024.

Specialist Groups

Australasian Society for Simulation in Healthcare

The current ASSH Executive consists of:

Dr Belinda Judd (Chair)

Assoc Prof Pauletta Irwin (Secretary /Deputy Chair)

Tayne Ryall (Member of good standing)

Kelly Squires (Member of good standing)

Dr Anna Phillips (Member of good standing)

Luke Wainright (Member of good standing)

ASSH would once again like to thank Simulation Australasia for their continued support of ASSH during 2023.

Over the past 12 months, we farewelled Kellie Britt and Peter Radonyi from the committee and thank them for their significant contributions to ASSH.

We welcomed members of good standing; Dr Anna Phillips & Luke Wainwright to the ASSH Executive Committee for 2023.

The Committee continued under the guidance of Chair: Dr Belinda Judd & Deputy Chair: Associate Professor Pauletta Irwin.

The other members of good standing also include Kelly Squires and Tayne Ryall.

Our main focus for 2023 was supporting the Congress and subsequently, ASSH committee members played an active role on the organising and scientific committees for the Congress as well as attending and presenting their work in Adelaide. The ASSH team worked incredibly hard on this, and we are proud to have contributed to the congress' success.

The ASSH Executive Committee also formed an ASSH Research Group in 2023 and has made wonderful progress on an innovative Cross institutional IPL Simulation research project and accompanying Scoping Review, which is aimed at pre-registration students in allied health, medicine and nursing. In particular, it is exploring how this simulation model may support professional identity development. The first pilot has been completed, and a parallel scoping review underway. The project received financial support from Sim Aust and will continue into 2024.

Looking forward, ASSH is also exploring a means to support the Australian and NZ Healthcare Simulation community to obtain individual simulation credentialing and organisational accreditation for simulation programs. We are also in planning mode to offer our members a professional development opportunity in early 2024 with an online SIMposium covering topics around AI in Simulation in Health and an introduction to Simulation-based research.

We look forward to continuing to support our members and the simulation community in 2024.

Dr Belinda Judd

Chair, ASSH Exec



Women in Simulation

Current Committee Members are:

Chair: Jessica Stokes-Parish

Deputy Chair: Steph Barwick

Members: Jan Roche, Bec Szabo, Sakuni Ranwala, Erica Southgate

Women in Sim continues with two projects exploring the role of sex characteristics and CPR training, and the diversity in simulation project. Both of these initiatives have had significant delays from either ethics or recruitment.

I would like to thank my fellow committee members for their support, and, as I am resigning as chair with immediate effect, call for new members to join WIS so we can continue this important work.

Jessica Stokes-Parish - Chair Women in Simulation

Focus Areas

Professional Development

How did you acquire your skills and knowledge related to your use of simulations? What informed your expertise on designing and using games and simulations for learning and research, strategy planning and skills assessment?

The use of simulations and games in education is increasing in scale and scope. In the VET sector, for example, most units of competence include a statement similar to this - "Skills in this unit must be demonstrated in a real or simulated vocational education and training environment".

Despite this widening dependence on simulation as an assessment strategy there is surprisingly little information generally available on how and/or where to acquire these skills you have as a simulation professional. This is not so different from the conditions when SIAA (the predecessor to Simulation Australasia) set out to develop an introductory program summarising key information about simulation as tool and strategy. That informational program was expanded and developed over time and the members of past Professional Development (PD) Committees gave freely of their time to develop the content and quality of the program which became the Simulations Foundations one and two day program (depending on learner needs). Like so much else, work was suspended during Covid lockdowns and has been slow to re-start.

The Sim Aust PD team conducted a Simulation Fundamentals Course in March 2023, which was carried out in collaboration with training specialists from Thales. The group visited the COOL lab as part of the course, which helped to ground the theoretical content provided during the course.

During the 2023 Australasian Simulation Congress the Board convened a meeting of members interested in revitalising and expanding the work of the PD Committee. An enthusiastic group of members has now agreed to pick up the work and in 2024 will be collaborating on a few key activities, including –

- Reviewing the Simulation Foundations course with the goal of making a new version available either independently or as part of a registered learning program
- Investigating Simulation Australasia's role as a peak body in regard to simulation skills and knowledge
- Supporting member organisations who have begun and/or completed units and course of study in the VET sector to further develop skills and knowledge resources, share relevant knowledge across industry sectors
- Exploring ways to gather and share information about simulations and games as learning tools, assessment strategies and a discipline with its own set of skills and knowledges.
- Sharing information about the diversity of applications of simulations ranging from building technically complex simulators and computer-based games to using simulations for strategic planning and educational development.

Interested members – and friends – of Simulation Australasia are invited to contact the PD committee via admin@simaust.com

2024 promises to be a challenging and exciting year and everyone is welcome to contribute.

Elysabeth Leigh



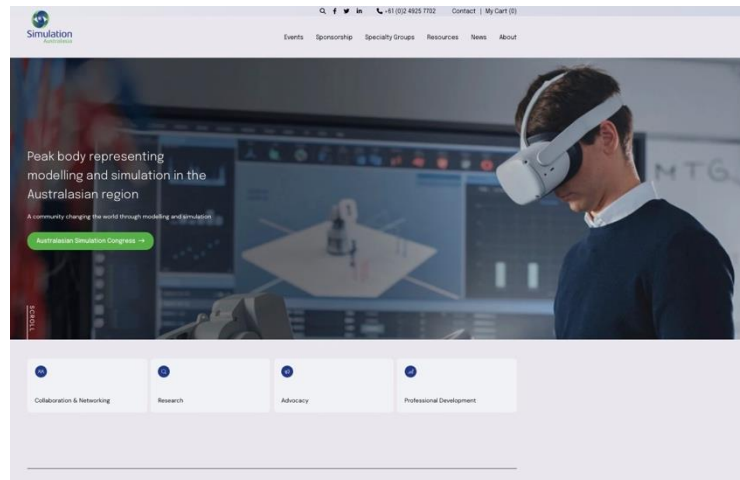
Networking/Engagement

Sim Aust Website

This year Simulation Australasia Ltd contracted Argon to redesign and rebuild the SimAust website. The site design had not been updated for a number of years, and clearly needed refreshing. At the same time, the functionality of the site was reviewed.

The new web launched officially at the Australasia Simulation Congress 2023, and attendees all commented on the simplified user experience and improved navigation.

We consider the web essential for communication and engagement for our members and worldwide audiences. For this reason, the web group will continue to work with the developers to make improvements. Our focus in the short term will be membership interface including member payment portals, member sectors and interest groups presence, events and news update mechanisms and to add access for the significant simulation research portfolio. updated images, and easy access to social media.



This is an exciting project that is a living history and future for simulation in Australasia. We thank the Australian Consortium on Experiential Education (ACEE) for the generous financial contribution to this important project, and invite members to explore the repository of materials on Experiential Education now available in the Resources section of the website.

If you are interested in contributing and joining the Simulation Australasia Web Group (SAWG) contact Jan Roche jan@simaust.com

Jan Roche

Sim Cafes

A small number of Sim Cafes were held during the year, in March, April, June, and July. The chief constraint is volunteers to help organise the events, and to capture and upload the recording.

SimAust is seeking technical help to extend and develop the SimCafes program. If you can edit videos for use in YouTube your skills are needed to make the program accessible to a wider audience.

If you are interested in networking with experts across the spectrum of applications of simulations and games, your skills are needed to find the speakers and contributors to maintain the SimCafes as lively and important contributors to the wider field of simulations and games knowledge and skills. If this is of interest, please contact Lyndel at admin@simaust.com to offer your help.

Elysebeth Leigh

Partnerships

Engagement with Serious Gaming Community

Fred Hardtke travelled to Christchurch NZ to visit the University of Canterbury and held talks with Heide Lukosch. The aim was to re-establish Simulation Australia's connection to the serious gaming community. Heide was very keen to collaborate in her role of International Simulation and Gaming Association

(ISAGA) president. Opportunities were discussed such as collaboration via ASC and ISAGA conferences as well as re-establishment of the SGANZ entity.

Next steps are to review respective conference programs (ASC & ISAGA) for contributions from each party. The website will also be revisited.

Engagement and Mentoring to Australian Crisis Simulation Summit (ACSS)

The ACSS is a national student run and led volunteer organisation headquartered at the ANU. The ACSS specialises in complex future-based and alternative crisis simulations in a national effort to help create the next generation of national security experts and leaders. The ACSS pursue a multidisciplinary approach to our crisis simulations by creating a space for unheard voices in the security field to create crisis simulations through alternative lens' or by enabling those from typically non-security fields to participate as delegates.

In 2023, SimAust (represented by Matthew Harper) helped and mentored the summit with a seminars and 1-1 tuition on designing and developing simulation exercise plans, documentation and presentation skills.

We anticipate that this engagement will continue in 2024 with a new group of students and a new series of challenges.

Partnerships with similar societies in the region



Sim Aust reached out initially to simulation societies in Japan, Korea, Singapore, Thailand and Malaysia. Japan Society for Simulation Technology (JSST) responded and were interested in collaboration opportunities. Two meetings held with JSST where it was discussed that there would be opportunities for Simulation Australia to participate in ASIASim 2023. Philip Swadling produced an introductory video about Simulation Australia and the ASC congress series. This video was screened at the ASIASim 2023 banquet.

Also discussed was a possible seat on the Asian Simulation Federation for Simulation Australia – this will be followed up next year.

Partnership with Engineers Australia and SESA

Engineers Australia were contacted for potential collaboration opportunities. They responded with interest and two meetings held. This needs to be followed up particularly with regard to professional development collaboration.

As noted earlier, Sim Aust partnered with SESA and ITEA for ASC 2023. Further collaboration is anticipated.

Fred Hardtke, Marcus Watson and Matthew Harper

Simulation Research

As a member of the Simulation Australasian scientific committee, you will be responsible for actively contributing to the development and promotion of simulation research in Australasia. You will work with a team of experienced researchers to support and enhance the scientific quality of simulation research.

Key responsibilities of the role include:

1. Promoting and championing the use of evidence-based simulation research across various domains of expertise

2. Managing and organizing the scientific committees of the Australasian Simulation Congress to ensure the delivery of high-quality research presentations and workshops
3. Supporting other research workshops, panels and forums organized by Simulation Australasia
4. Providing mentorship to early-career researchers to ensure they receive guidance and support to develop their skills
5. Leading the submission of special issues to relevant journals to help share research findings with the broader scientific community
6. Contributing to ethical discussions around the use of simulation, ensuring research adheres to ethical guidelines
7. Reviewing grant proposals and higher degree proposals within your area of expertise to ensure scientific rigor
8. Publishing notable non-scientific experience and observations of interest in the simulation handbook to share insights and learnings with the wider simulation community.
9. The Simulation Australasian scientific committee seeks skilled and experienced researchers who are willing to volunteer their time to contribute to the development of the simulation community in Australasia. The role is a great opportunity to work with like-minded individuals and have a positive impact on the scientific quality of simulation research in the region.
10. We are also a number of early career researchers to participate on in the Scientific Committee to represent the opinions and needs of our future research leaders.

Desirable Qualifications and Skills:

- Ph.D. or equivalent in a relevant field (e.g., simulation science, computer science, engineering, psychology, healthcare, etc.).
- Demonstrated experience in simulation research, including publications in relevant journals and presentations at relevant conferences.
- Knowledge of research methods and analysis.
- Excellent written and verbal communication skills.
- Strong organizational and time management skills.
- Ability to work collaboratively with others.
- Experience mentoring early career researchers.
- Understanding of ethics and simulation.

If you are passionate about promoting research in simulation within and across domains of expertise, we encourage you to apply for these roles. Help us drive innovation and excellence in simulation research.

The committee will consist of a Chair and 6-11 other committee members

It is proposed that the committee start with the following research portfolios:

- Simulation Ethics
- Australasian Simulation Congress
- Research event support
- Communication and publication support
- Simulation research mentoring
- Research collaborations and support

The committee is expected to develop, modify and expand these portfolios to meet the community's needs.

Committee members are elected to their position for a two-year period, as per the Simulation Australasian electoral processes. Simulation Australasian Scientific Committee membership is limited to a maximum of six years in row.

The committee will be able to appoint subcommittees around specific topics or activities. These committees will require their own terms of reference to be approved by the board of Simulation



Australasian. The terms of reference for subcommittees should at a minimum define each sub committees' objective, scope, membership, methods of communicating with the Australasian Scientific Committee and time-frames.

Marcus Watson & Gary Eves



2022-2023 Financial Year Annual Report

The organisation maintains a CommBiz account with the Commonwealth Bank. Xero is used to track and categorise expenditure and prepare Business Activity Statements to lodge with the Australian Tax Office. Membership payments are managed by Stripe or direct payments into the Sim Aust bank account.

The full financial report for the 2022/2023 financial year is attached.

Strategy Update

The Sim Aust Strategy developed in 2021 was reviewed in September 2023. The organisation mission and vision remain unchanged, and remain as updated in 2021, and as shown at the start of this report.

By way of a reminder, the objectives of Simulation Australasia are defined in the constitution, which was written when the former Simulation Industry Association of Australia was first established and has been modified from time to time as circumstances have changed.

The objectives are high level statements that guide the actions of the Board, and of the organisation as a whole. Each initiative we undertake should be traceable to one or more of these objectives.

2023 Strategy Session Outcomes

A Strategy Session was held in Sydney on Friday, 21st September 2023. The majority of the Board members were able to attend, either in person or via Teams.

During the session, the Board reviewed the strategy as defined in the 2021 review, and looked at the overall organisation, structure of the Board, and key focus areas. The discussions considered the areas below.

The Role of the Board

For clarity, it was noted that the role of the Board is to address the following topics:

- Governance, including compliance with ongoing requirements of an Australian Public Company, Limited by Guarantee,
- Finance, including maintaining the organisation's solvency, and appropriate use of funds,
- Strategy, including defining the general direction of the organisation and the activities it will (and will not) conduct
- Risk assessment, including ensuring necessary insurances are in place

The Board also takes responsibility for defining the agenda for engagement with external organisations, and for advocacy with state and federal government and other similar entities.

Due to the nature of the organisation, it was observed that the Board is involved in many operational level activities, and so it is important for Board members not to lose the big picture perspective needed to take care of the organisation.

As a registered company, Simulation Australasia must maintain compliance with regulatory reporting requirements and ensure strong governance in managing the organisation's funds and other assets, for the benefit of members.

Membership Benefits

Providing value to our members was the most important topic discussed. In fact, while there were a number of topics considered on the day, the basis for the vast majority of them comes back to ensuring members receive value for their membership, and these benefits are clearly communicated. With that in mind, the board noted the following principles should guide considerations:

- Providing members with a sense of being a part of something bigger
- Having a unifying approach on topics and issues
- Ensuring networking and cross sector engagement opportunities
- Providing structured Professional Development and Education opportunities
- Enabling members to better understand the overall modelling and simulation domain, and gain insights into how simulation is being used in other domains.
- Providing opportunities for members to gain exposure to upcoming technologies and techniques.
- Providing member organisations opportunities to engage with a broader audience on a more regular basis.

Sector Engagement

The Board discussed the diverse range of industry sectors which the organisation seeks to serve, while also noting that within each sector there is a great diversity of individual and company/organisational perspectives.

It was also noted that there are many aspects of the simulation endeavour that are cross-sectoral in nature, Human Factors to name one. The outcome of the meeting was to engage with the following groups:

ASSH

- Nursing
- Medicine
- Allied Health
- Rural medicine
- Paediatric
- Defence health
- Health technical (such as simulation technicians)

Defence

Developers and users of simulation from government, industry and academia

Serious Games

Use of games for training, education or other non-entertainment purposes, via Serious Games Australia /NZ

Operational Leadership

This sector group focusses more on organisations and people who use simulation for modelling and training in relation to command and control systems. Examples include:

- Emergency health
- Fire
- Police
- Para medicine
- Federal agencies such as the Australasian Fire and Emergency Service Authorities Council
- Biosecurity, quarantine & agriculture

Engineering Technology

- biomedical simulation technology
- AI technology
- Physical simulation for engineering

Note that this is distinct from the use of simulation in the context of Model Based Systems Engineering. The topic of using simulation in the development of Digital Twins is also relevant here.

Women In Simulation

Continuing to engage in Diversity & Inclusion in the areas that Sim Aust works.

Human Resources

Via potential partnerships with organisations such as Australian Human Resources Institute and the Australian Institute of Training and Development

Organisation

It was suggested that the following roles and associated groups be created, with the intention that they be filled by volunteers outside the board.

Volunteer Co-ordinator

Enlist volunteers.

Manage processes to enlist as per board directions

Outline roles/rules

Communicate to board

Historical Records Officer

Ensuring the records of the organisation are properly maintained and made available to members, in particular conference proceedings.

Education and Professional Development Co-ordinator

Continuation of the existing group, with a focus on certification, qualification and design and development of educational and professional development courses and other material. These activities to be carried out either by the group, or in collaboration with other organisations, such as universities.

Research Office

Lead by a research coordinator, the group would:

- support research including scientific/practical/experiential topics
- Support the ASC (act as Scientific Committee)
- support research in simulation
- Support standards

Standards Liaison

Keep abreast of M&S related standards and facilitate/co-ordinate Sim Aust involvement

Member Communication Co-ordinator

This role leads a group which ensures communication with members was effective and regular, including social media and the web site, ensuring content addresses all our sectors.

The group would also co-ordinate lower level events (i.e non-ASC events), including Sim Cafes and social events.

Student Engagement Co-ordinator

This role would focus on engaging students, with the main focus initially at the undergraduate level, in particular areas such as health and engineering. They would develop ideas to encourage students to join Sim Aust, and to engage with activities.

Suggested ideas include running free simulation workshops and providing mentorships.

Weakness, Opportunities and Threat Analysis from 2021

While not reviewed explicitly in the 2023 strategy session, this SWOT analysis remains relevant, and will form a key input for activities during 2024.

Weaknesses fall into the following areas:

1. Poor communication with members, and inability to convert the support from members into action, and in fact, not having a sufficiently strong connection with or understanding of the members, including their needs and expectations.
2. Not properly exploiting the significant resources available to provide value to members. Linked to this is the need to overhaul the website, which while having been updated during the last few years, does not provide a strong focal point for the organisation, either for members, prospective member or any one interesting in learning more about us.
3. Having too short term a focus in Board activities, that is to say not having a clear enough focus on the actions needed to continue to achieve the organisation's objectives in the longer term, which would include taking appropriate risks to grow.
4. Lack of a clear organisation of groups that conduct activities under the banner of Simulation Australasia
5. Lack of a clear policy to encourage and reward volunteers.
6. Not fully making use of the skills and capabilities of board members and other volunteers

It should be noted that the board currently considers that organisation does not currently have sufficient financial resources to employ anyone full time to put more effort into addressing these issues.

Opportunities identified included:

1. The current pandemic has provided a number of opportunities to increase the visibility and highlight the importance of modelling and simulation to the community more broadly.
2. A number of government grants have been established to rebuild the economy – some of these grants could provide an opportunity for us to access funding to carry out relevant activities, such as education, training and research collaborations.
3. Increasing focus by the Australian government on sovereign capabilities

And of course, better exploiting the strengths listed earlier.

Threats:

1. The current economic climate, in particular in the academic sector, has reduced the funding available for academic members to renew membership or participate in our activities, as well as in many cases increasing their workload.
2. A number of groups have recognised the use of modelling and simulation in their membership, and are operating internal modelling and simulation interest groups, seminars and conferences.
3. Lack of engagement from some key industry actors.