

# 1 Maternity Collaborative

## Moray and Highland Maternity Services

### Our recent achievements...

NHS Grampian and NHS Highland have joined forces to improve the provision of maternity care and better serve the needs of women and families across Moray and Highland.

We recognise that the majority of Moray women continue to travel to Aberdeen for their births, and this programme of work, will in a phased way enable more choice for Moray births to happen closer to home, with the ultimate aim of restoring consultant-led obstetric births to Dr Gray's Hospital by 2026.

#### ALREADY ACHIEVED

- Transfer to Raigmore Hospital as the closest obstetric unit is now in place for women who are eligible to birth in the midwife led unit in Dr Gray's Hospital, who develop a complication during their labour.
- Raigmore Hospital alongside Maternity Unit build commenced - to allow Raigmore Hospital to safely support more Moray woman.
- The expert external assurance panel and Linda de Caestecker have been asked to provide their expertise and advice on attaining planned caesarean sections at Dr Gray's Hospital.
- Design and development of a significant marketing campaign to showcase the area in order to attract interest during recruitment.
- Early recruitment to some critical roles.
- Programme Governance in place and developing.

#### OCTOBER 2023

- Target Operating Model (TOM) workshop to define in more detail each of the key milestones agreed with Scottish Government against the brief that they gave to us.
- Communication Strategy designed and deployed.

#### DECEMBER 2023

- Design and deploy the workforce plan based on the outcome of the TOM including recruitment and on-boarding strategy, training and development as well as role development working in partnership with NHS Education for Scotland (NES).

#### NEXT STEPS

- Define exactly what, how and when we can deliver the key milestones issued by Scottish Government.
- Ensure the programme governance is fully established and the appropriate focus groups are in place
- Early focus on digital solutions to ensure optimum network working between NHS Grampian and NHS Highland.



**Jane Gill**

Programme Director Maternity Collaborative  
- NHS Grampian/NHS Highland

This is the first of a series of newsletters that I will issue to share some recent programme highlights. This will be backed up by detailed programme documentation as it develops and I will share more detail in future newsletters.

In order to get us to those more specific detailed milestones, I am moving at pace supported by the teams and will share the planning detail once we have collaborated on this. My intention is to have this plan by end of this year.

Work is required by both boards to achieve the critical milestones and the ultimate aim of consultant led obstetric births in Dr Gray's. I have every confidence in the teams and I am proud of what has been achieved by them so far.



**Jacqui Keddie**

Midwifery Lead for Moray  
- NHS Grampian

In August 2023, we recruited two additional Senior Charge Midwives. This will enable us to provide senior leadership on every shift.

The Community Midwifery Team Leaders will both be in post from September 2023. This will facilitate the implementation of the Scottish Government Best Start Five Year Forward Plan and support the ongoing planning for the training and development of the current and additional Continuity of Carer midwifery teams.

From September 2023, there will be a SCM responsible for the formation of the Day Assessment Service including the current Obstetric Scanning team and the Antenatal Clinics as we further develop the enhanced complex antenatal care provision locally.

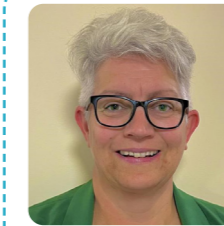


**Louise Pearson**

Unit Operational Manager  
- NHS Grampian

I'm supporting the clinical team at Dr Gray's Hospital to translate the plan into reality with particular focus on consultant recruitment as an initial priority.

As a dedicated Women and Children's Operational Manager based on the maternity ward I'm ensuring that our service enhancements are well represented and integrated into the wider development strategy for Dr Gray's Hospital.



**Alison Gillespie**

Senior Service Manager,  
Woman and Child Health  
- NHS Highland

This year we have recruited Consultants, Specialty Doctors and Junior Doctors into the Obstetrics and Gynaecology team bringing the team up to full establishment.

In Paediatrics, we currently have three Consultant gaps that are currently out to advert, these have been notoriously hard posts to fill so will update on the process once we have an idea of applications.

We are currently advertising the posts of Specialty Doctors and Junior Doctors and hope to have these filled by the end of September bringing Paediatrics to full establishment.

