

# 3 Maternity Collaborative

## Moray and Highland Maternity Services



As we close the year, I wanted to squeeze in one final update on where we are and the progress made.

**Jane Gill**  
Programme Director Maternity Collaborative – NHS Grampian/NHS Highland

We held our second Target Operating Model (TOM) Workshop on the 12th December. We had the opportunity to review and discuss our future milestones. The aim of this work is to be able to look specifically at the progress towards the delivery of:

- Milestones 2 and 3.
- Planning for the return of planned caesarean sections.
- Choice for Moray women.
- Return of the Obstetric Service to Dr Gray's Hospital.

Our aim from this work is to be able to clearly set out in a road map what the detailed steps are to meet each milestone, what it means for the Moray community and when we expect to meet each step. Our aim is to have these details completed by the end of January. This will, of course be included in our end of January 2024 newsletter.

I'm delighted to say that we have recently appointed a Programme Administrator who is setting up meetings with all of our stakeholder groups, well into the new year.

### Community Engagement

We continue to engage with Keep Mum and with the Maternity Voices Partnership having met recently with MVP in December. At these meetings we share details of the programme and welcome comments.

We also attended a recent Elgin Community Council meeting, where we received encouraging comments and insightful suggestions on how to expand our reach.

### Winter Travel

With regard to contingencies for winter travel, we understand the anxieties related to travel in poor weather conditions. We have arrangements with Raigmore and within Dr Gray's to provide support to women who are concerned about travelling to Aberdeen Maternity Hospital in extreme weather conditions and we communicate this through our social media feeds and Birth in Grampian website.



### Staffing Update

In other positive staffing news, I am now able to confirm that to support Milestone 2 and 3 we have successfully recruited to:

- Midwife Sonographer - in post.
- Health Care Support Workers - in post.
- Senior Charge Midwives - in post.

Also, from the recent consultant interviews, we have recruited three Obstetrician/Gynaecologist one of which will be a networked role working in both Dr Gray's and Raigmore. These successful candidates are anticipated to be in post by March/April 2024 recognising the need to give notice to their current employers and agree job plan for the joint board post. The appointment to these posts will clearly have a positive impact on our ability design the models for planned caesarean sections at Dr Gray's and for the return of full obstetric services.



### Recruitment Campaign Launch

Our exciting recruitment campaign launches in January. These include specialist nurse and midwifery posts which are supporting the delivery of Milestones 2 and 3.



**Dr Leena Thomas**  
Consultant Obstetrician and Gynaecologist

'I work as a consultant in Obs and Gynae with NHS Highland and am the regional link lead for the collaborative network along with being the labour ward lead. I have seen the birth and gradual evolution of the process right from the start. Having trained in Grampian and worked across in different boards across Scotland, I am aware of the benefit and the urgent need of such a network across the North of Scotland. Model 6 in Dr Gray's would only help the process and bring care for patients located nearby closer to home. We are in the transition phase and I have been personally involved with rewriting the SOP for intrapartum transfers from Dr Gray's. I am eager and enthusiastic of the process and optimistic of the greater good it would bring to our patients across the North of Scotland. I care, therefore we care!!'



**Dr Rebecca Lovell**  
Consultant Obstetrician and Gynaecologist

'I have recently joined NHS Highland as a Consultant Obstetrician and Gynaecologist. I am also working alongside Senior Midwife Kat Scott on the Perinatal Mortality Reviews. I have already had experience of working collaboratively with NHS Grampian to care for patients moving between the two Boards, and I look forwards to further developing these working relationships as Model 6 progresses.'



**Arlene Forbes**  
Project Support Administrator

Arlene joined NHS Grampian in April 2021 as Quality Improvement and Assurance Team Administrator.

'I joined the NHS at a very interesting and somewhat challenging time and I really enjoyed supporting the Clinical Governance Committee, Clinical Risk Meeting and Cross-System, Quality Safety and Assurance Group. I gained a lot of NHS experience and in particular, supporting governance committees and groups. I am looking forward to being involved in project work again and supporting the teams to meet destination points in the Maternity Collaborative Programme. Feeling very privileged to support a programme with people and community at the heart of it.'



**Dr Darren Thomas**  
Specialty Doctor

'My entire working life has been dedicated to improving women's lives in the Highlands. The unique geography and community has a special appeal to me and I look forward to embracing a North Scotland-wide approach in developing standardized care for all our women living in Moray and the Highlands.'

Thank you for the feedback on the newsletters so far – we have reviewed all of the comments and hope to build some of the requests into this and future publications. Please keep that feedback coming.  
Email: [gram.maternityengagement@nhs.scot](mailto:gram.maternityengagement@nhs.scot)



**From the Maternity Collaborative Team**  
We look forward to continuing our work on the program in the new year.