

Dr Gray's Hospital Transformation Programme



What's it all about?

- Dr Gray's Hospital is Scotland's smallest District General Hospital. However, it has an important future role serving local, Grampian and North of Scotland populations.
- Dr Gray's faces a number of significant challenges including staff recruitment and retention, the need to develop and modernise current services, the need to embrace technology and appropriately respond to the needs of an aging population across health and social care.
- The **Dr Gray's Hospital Transformation Programme** has been set up to develop, design and deliver a safe and sustainable profile of hospital services which attract high quality staff and meet the needs of patients. It is part of a wider Moray Transformation Programme with Operation Home First (which is led by Health & Social Care Moray).
- Future vision of Dr Gray's Hospital will include developing new relationships with NHS Highland in order to improve and sustain service delivery, as well as building on its strong links with other services and sites within NHS Grampian.

How will we do this?

We will listen to and work together with staff, patients and the local people of Moray to establish what the future profile of clinical services at Dr Gray's should look like and how these services should be delivered.

Which services are included in the Dr Gray's Hospital Transformation Programme?

- Elective Care services (services providing planned care and procedures).
- Unscheduled Care services (services providing care that cannot wait, such as emergency, out of hours or short stay care).
- Specific Acute Care services (such as high dependency care).

We also have close links to the Best Start North, a North of Scotland wide regional programme set up to look at how maternity services can be delivered safely and sustainably across Grampian, Highland, Orkney, Shetland and Western Isles

What are the benefits to patients?

The main patient benefit is the delivery of sustainable health and social care services at Dr Gray's Hospital. Patients and their families or carers will have long-term clarity and reassurance about the services that will continue to be delivered locally. They will have access to hospital-based and Primary Care services in their own community whenever possible, minimising unnecessary travel beyond Moray.

What are the benefits to staff?

Long-term clarity and reassurance over the profile of sustainable local services will be helpful to staff too. New clinical roles which reflect modern training will make Dr Gray's Hospital a more attractive place to work. New multi-professional teams will be able to operate with more resilience, providing staff with a supportive working environment, leading to higher job satisfaction. New ways of working will also allow junior doctors feel more supported in their training, helping to attract more trainees to the area.